United Nations A/53/524

General Assembly

Distr.: General
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Fifty-third session
Agenda item 38
Oceans and the law of the sea

Letter dated 16 October 1998 from the Permanent Representative of Portugal to the United Nations addressed to the Secretary-General

On behalf of the delegations of Algeria, Angola, Argentina, Austria, Bahamas, Belgium, Brazil, Bulgaria, Canada, Cape Verde, China, Costa Rica, Cyprus, Fiji, Finland, Germany, Greece, Guinea-Bissau, Guyana, India, Italy, Jamaica, Japan, Luxembourg, Malaysia, Malta, Mexico, Monaco, Morocco, Mozambique, the Netherlands, New Zealand, the Russian Federation, Sao Tome and Principe, Saudi Arabia, Senegal, Seychelles, Singapore, South Africa, Spain, Uruguay and my own delegation, I have the honour to transmit to you herewith an information note on the results of the work of the Independent World Commission on the Oceans.

Co-sponsors do not necessarily agree with all the recommendations made by the Commission, but believe that they constitute a valuable contribution to the debate on the oceans.

I should be grateful if you would have the text of the present letter and its annex circulated as a document of the General Assembly under agenda item 38.

(*Signed*) António **Monteiro**
Ambassador
Permanent Representative

98-31300 (E) 031198

Annex

Note on the results of the work of the Independent World Commission on the Oceans

1. Under the leadership of Mário Soares, then President of Portugal, the Independent World Commission on the Oceans was launched in December 1995 with the task of looking holistically at the complex, multifaceted problems of the oceans. The Commission's purpose has been, above all, to alert the public and world leaders to the role of the oceans in planetary survival, to the threats facing the oceans and to their more peaceful and sustainable use. It has explored ideas for strengthening the legal and institutional framework for ocean governance at the national, regional and global levels. The Commission has recently completed its work.

2. At its concluding session, held in Lisbon from 31 August to 2 September 1998, at EXPO '98 dedicated to the theme of the oceans, the Commission presented to representatives of the international community and, in particular, to young people its report entitled *The Ocean ... Our Future*, aimed at promoting global awareness of the need to govern the oceans in the interest of humankind.

3. On the occasion of the General Assembly's consideration of the agenda item on the International Year of the Ocean, in 1998, the Commission submits herewith a summary of its main findings in the hope of contributing to deeper intergovernmental and governmental consideration of ocean affairs.

Growing attention to the oceans

4. As the millennium draws to a close, the fate of the oceans has become the subject of growing international interest. No longer are they taken for granted as a source of wealth, opportunity and abundance. Instead more and more people are starting to appreciate not only the importance of the oceans to social and economic progress but also their vulnerability to the consequences of human activities. The realization that abundance has given way to scarcity and conflict has led to an appreciation of the need to change our behaviour towards the oceans, at both the government level and society at large. The following developments are illustrative of this growing awareness:

(a) Non-governmental organizations have become involved in ocean affairs at all political levels, thereby heightening awareness of the need for change;

(b) The international legal foundation for the promotion of greater order and equity in the oceans has been laid, notably through the United Nations Convention on the Law of the Sea;

(c) In chapter 17 of Agenda 21, the United Nations programme of action for sustainable development, Governments committed themselves to a set of actions based on new approaches for pursuing the protection and sustainable development of the marine and coastal environment and its resources;

(d) As people are realizing that what they do on land affects what happens at sea, interest in integrated coastal zone management and in international initiatives for integrated watershed management has grown;

(e) Application of the marine ecosystem concept and of the precautionary principle to the management of living resources has spread from the regional to the global level, as is exemplified by the 1995 Agreement on Straddling Fish Stocks and Highly Migratory Fish Stocks;

(f) Politically, Governments have begun to incorporate the linkages between the oceans, biodiversity, rivers, transport of hazardous wastes, climate change and other issues into regional arrangements, of which a notable example is the Mediterranean;

(g) Operationally, the restructured Global Environment Facility, a semi-autonomous funding mechanism, has begun to develop an integrated international waters programme for marine and freshwater resources;

(h) Efforts are being made to organize the information Governments need for analysing and resolving ocean problems, as in the Global Programme of Action for the Protection of the Marine Environment from Land-based Activities.

5. Laudable as these achievements may be, they fall short of what is needed for meeting the challenges and opportunities posed by the oceans in the twenty-first century. Standing in the way of further progress are a number of difficulties confronting the international community. They relate chiefly to imperfect perceptions of the issues and insufficient legal and institutional capacity to translate understanding, where it does exist, into decisive action.

6. At the level of **perceptions**, decision makers and the general public are hampered by the complexity of the issues and sometimes by inadequate knowledge of the oceans, by competing uses and conflicting interests over their use, by ideological differences over what should be the proper role of ocean regulation, and by psychological barriers to changing individual behaviour.

7. Concerning **laws and institutions**, legal instruments for the management of the oceans that followed the adoption in 1982 of the United Nations Convention on the Law of the Sea have not resulted in a coherent, responsive framework for ocean governance. Separate, sectoral mandates have multiplied across different international institutions and overwhelmed the weak mechanisms for coordination and joint programming. The structure of international ocean law and institutions essentially mirrors the weak, piecemeal structures that exist nationally. Although the present institutional framework is less than adequate for responding fully to the new requirements, the progress that has been made sets the stage for the next steps that need to be taken.

Future direction

8. Building upon the advances already made, the Commission has made a number of recommendations aimed at encouraging the more sustainable use of the oceans and their resources. There are three major objectives underlying these recommendations: to bring about greater security and equity for humankind; to improve the contribution of science and technology to the preservation and use of ocean resources; and to strengthen ocean governance systems and ensure public participation in their management.

Security and equity

9. The end of the cold war has fundamentally altered the context in which the quest for peace and security in the oceans is evolving. The most important and most welcome change arising from the removal of East-West tensions is the diminished likelihood that nations will become embroiled in a global conflagration. Thus, naval forces no longer have the same role to play as they did in the past. Therefore, it is time, in the view of the Commission, to look beyond the traditional concept of security of nations and think creatively about how naval forces can contribute more directly to upholding the security of people. It is in mitigating the new threats to the individual – illegal fishing, seaborne drug trafficking, arms smuggling, clandestine transport of persons and piracy – that navies and, where appropriate, other maritime security forces may now have the greatest contribution to make towards safeguarding the oceans for peaceful uses.

10. Ensuring the security of individuals also implies the reduction of gross disparities in standards of living between them, including those emanating from the maldistribution of benefits from the use of the oceans. Security cannot prevail without equity. The Commission has consequently identified several areas in which positive action would contribute significantly to achieving equity in the oceans, including several measures that, although already endorsed by various forums, have yet to be implemented. Such action should pay particular attention to vulnerable groups, especially indigenous peoples and local communities dependent for their livelihoods on the sea. Moreover, greater emphasis should be placed on improving the access of developing countries to oceanographic data, acquisition of marine technologies and related know-how essential for sustainably managing their maritime areas, including their exclusive economic zones. The Commission draws attention to the importance, *inter alia*, of initiatives to levy charges on the use of the oceans as a means of generating development finance.

Science, technology and resource use

11. Science and technology directly affect our ability to deal with the many challenges facing the oceans. There is a great need for the active participation of scientists and engineers in decision-making in ocean affairs through a more constructive dialogue between them, political leaders and the general public. Recognizing the contributions as well as the risks inherent in the deployment of technology, the Commission urges that a more systematic effort be made to subject technologies to a prior assessment of their environmental and social impacts. The application of the precautionary principle called for in Agenda 21 should become the general rule in ocean management. The Commission is also of the view that in order to secure the sustainable development of our marine resources we need to reconsider how we value the oceans, in particular by introducing explicitly into systems of national income accounting their intrinsic and ecological value. Accordingly, ocean management should take into account all internal and external effects by ensuring that users of ocean resources and disrupters of marine ecosystems bear the true costs of their actions.

Governance and public participation

12. The Commission firmly believes that the only way to meet the overarching challenge of developing systems of

ocean governance that promote peace, security, equity and sustainable development is by making decision-making more democratic. Ocean governance must be based on more coherent and responsive policies and programmes for the oceans, including the coastal zone, the critical interface between people and the sea.

13. Existing conventions provide an adequate foundation for more effective ocean governance on the condition that the "political will" to ensure full compliance with ocean law and the adoption of effective enforcement measures can be mustered. Moreover, institutions have been developed over time to address most of the problems that have emerged, but may not be adequate to respond to the challenges of our time.

14. The Commission believes that an important first step towards more effective governance is a revisiting of the institutional structure. Action such as the following should be taken at the appropriate level:

(a) Nationally, it is important for all countries to consider establishing an appropriate policy and coordinating mechanism at a high enough level in the government to set and review goals for the oceans within an integrated approach to marine policy;

(b) Regionally, better use should be made of the organizations and programmes that already exist for the sustainable management of marine and coastal areas, including mechanisms for the settlement of disputes and for the upward harmonization of standards;

(c) Globally, the ongoing review of ocean affairs within the General Assembly should be strengthened. There is a clear need for an integrated and in-depth consideration, on a regular basis, of law of the sea and ocean affairs issues, including related conventions and programmes such as on biodiversity and climate change, as well as Agenda 21.

15. The world's oceans are not just the domain of Governments and international organizations. They are also the legitimate concern of every human being. All those who have an interest or stake in the future of the oceans are natural and necessary participants in formulating policies and in seeing that they are implemented. Participatory approaches offer the best way to generate the openness and climate of understanding that render such measures politically acceptable. Enlightened, and motivated participation by citizens requires both information and enlarged possibilities for such participation.

16. Apart from the intergovernmental machinery itself, the Commission is convinced that civil society should be endowed with its own means of independently monitoring the ongoing developments in ocean affairs, thereby making the present system of ocean governance more coherent, transparent and responsive. The establishment of a non-governmental focal point or "observatory" for collecting and exchanging ocean-related information from all sources would increase the transparency of the existing system of ocean governance and at the same time make it more democratic. Such an observatory should invite the widest possible participation and provide the opportunity for all interested citizens to obtain and exchange information on ocean issues that are of concern to them. The information gathered would be used by the observatory to produce periodic "state of the oceans" reports as well as ad hoc studies of urgent ocean issues. As a further step towards greater democracy and participation, such reports could then form the basis for convening in an open forum – outside the governmental system – ocean users and stakeholders to enable them to publicly assess and express their views on given ocean issues.

17. The adoption of such approaches, which have been recommended by the Commission, would enable those with an interest in the oceans – and in their many interactions with land-based activities, rivers and coastal areas – to better articulate their concerns and express their hopes and aspirations. New voices would be empowered to speak up for the oceans on behalf of humankind. The Commission's proposals seek to establish a system for the use of the oceans and their resources based on the value of human individuals, be it of our contemporaries or of generations to come – a democratic system implying global awareness of what is at stake and the active participation of civil society as a whole in their successful management.

18. It is the hope of the Commission that these considerations will contribute positively to the Assembly's discussion of ocean affairs.

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Fifty-third session
Agenda item 149
United Nations Decade of International Law

Multilateral treaties deposited with the Secretary-General

Note by the Secretary-General

The Secretary-General has the honour to submit to the General Assembly a list of the titles of the treaties appearing in the publication *Multilateral Treaties Deposited with the Secretary-General*, as requested in paragraph 10 of Assembly resolution 52/153 of 15 December 1997.

98-31411 (E) 301098

I. United Nations Treaties

I. Charter of the United Nations and Statute of the International Court of Justice

1. Charter of the United Nations. Signed at San Francisco on 26 June 1945
2. Declarations of acceptance of the obligations contained in the Charter of the United Nations (Admission of States to membership in the United Nations in accordance with Article 4 of the Charter)
3. Statute of the International Court of Justice (annexed to the Charter of the United Nations)
4. Declarations recognizing as compulsory the jurisdiction of the International Court of Justice under Article 36, paragraph 2, of the Statute of the Court
5. Amendments to the Charter of the United Nations:
   (*a*) Amendments to Articles 23, 27 and 61 of the Charter of the United Nations. Adopted by the General Assembly of the United Nations in its resolutions 1991 A and B (XVIII) of 17 December 1963
   (*b*) Amendment to Article 109 of the Charter of the United Nations. Adopted by the General Assembly of the United Nations in its resolution 2101 (XX) of 20 December 1965
   (*c*) Amendment to Article 61 of the Charter of the United Nations. Adopted by the General Assembly of the United Nations in its resolution 2847 (XXVI) of 20 December 1971

II. Pacific Settlement of International Disputes

1. Revised General Act for the Pacific Settlement of International Disputes. Adopted by the General Assembly of the United Nations on 28 April 1949

III. Privileges and Immunities, Diplomatic and Consular Relations, etc.

1. Convention on the Privileges and Immunities of the United Nations. Adopted by the General Assembly of the United Nations on 13 February 1946
2. Convention on the Privileges and Immunities of the Specialized Agencies. Approved by the General Assembly of the United Nations on 21 November 1947
3. Vienna Convention on Diplomatic Relations. Done at Vienna on 18 April 1961
4. Optional Protocol to the Vienna Convention on Diplomatic Relations concerning Acquisition of Nationality. Done at Vienna on 18 April 1961
5. Optional Protocol to the Vienna Convention on Diplomatic Relations concerning the Compulsory Settlement of Disputes. Done at Vienna on 18 April 1961
6. Vienna Convention on Consular Relations. Done at Vienna on 24 April 1963
7. Optional Protocol to the Vienna Convention on Consular Relations concerning Acquisition of Nationality. Done at Vienna on 24 April 1963
8. Optional Protocol to the Vienna Convention on Consular Relations concerning the Compulsory Settlement of Disputes. Done at Vienna on 24 April 1963
9. Convention on Special Missions. Adopted by the General Assembly of the United Nations on 8 December 1969
10. Optional Protocol to the Convention on Special Missions concerning the Compulsory Settlement of Disputes. Adopted by the General Assembly of the United Nations on 8 December 1969
11. Vienna Convention on the Representation of States in their Relations with International Organizations of a Universal Character. Concluded at Vienna on 14 March 1975
12. Vienna Convention on Succession of States in Respect of State Property, Archives and Debts. Concluded at Vienna on 8 April 1983

IV. Human Rights

1. Convention on the Prevention and Punishment of the Crime of Genocide. Adopted by the General Assembly of the United Nations on 9 December 1948
2. International Convention on the Elimination of All Forms of Racial Discrimination. Opened for signature at New York on 7 March 1966
   (*a*) Amendment to article 8 of the International Convention on the Elimination of all Forms of Racial Discrimination. Adopted on 15 January 1992 at the Fourteenth Meeting of the States Parties on 15 January 1992
3. International Covenant on Economic, Social and Cultural Rights. Adopted by the General Assembly of the United Nations on 16 December 1966
4. International Covenant on Civil and Political Rights. Adopted by the General Assembly of the United Nations on 16 December 1966
5. Optional Protocol to the International Covenant on Civil and Political Rights. Adopted by the General Assembly of the United Nations on 16 December 1966
6. Convention on the Non-Applicability of Statutory Limitations to War Crimes and Crimes Against Humanity. Adopted by the General Assembly of the United Nations on 26 November 1968
7. International Convention on the Suppression and Punishment of the Crime of *Apartheid*. Adopted by the General Assembly of the United Nations on 30 November 1973
8. Convention on the Elimination of All Forms of Discrimination against Women. Adopted by the General Assembly of the United Nations on 18 December 1979
   (*a*) Amendment to article 20, paragraph 1 of the Convention on the Elimination of All Forms of Discrimination against Women. Adopted by the States Parties at their eighth meeting on 22 May 1995
9. Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment Adopted by the General Assembly of the United Nations on 10 December 1984
   (*a*) Amendments to articles 17 (7) and 18 (5) of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. Adopted by the Conference of the States Parties on 8 September 1992
10. International Convention against *Apartheid* in Sports. Adopted by the General Assembly of the United Nations on 10 December 1985
11. Convention on the Rights of the Child. Adopted by the General Assembly of the United Nations on 20 November 1989
    (*a*) Amendment to article 43 (2) of the Convention on the Rights of the Child adopted by the Conference of the States Parties on 12 December 1995
12. Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the Abolition of the Death Penalty. Adopted by the General Assembly of the United Nations on 15 December 1989
13. International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families. Adopted by the General Assembly of the United Nations on 18 December 1990
14. Agreement establishing the Fund for the Development of the Indigenous Peoples of Latin America and the Caribbean. Concluded at Madrid on 24 July 1992

V. Refugees and Stateless Persons

1. Constitution of the International Refugee Organization. Opened for signature at Flushing Meadow, New York, on 15 December 1946
2. Convention relating to the Status of Refugees. Signed at Geneva on 28 July 1951
3. Convention relating to the Status of Stateless Persons. Done at New York on 28 September 1954
4. Convention on the Reduction of Statelessness. Concluded at New York on 30 August 1961
5. Protocol relating to the Status of Refugees. Done at New York on 31 January 1967

VI. Narcotic Drugs and Psychotropic Substances

1. Protocol amending the Agreements, Conventions and Protocols on Narcotic Drugs, concluded at The Hague on 23 January 1912, at Geneva on 11 February 1925 and 19 February 1925 and 13 July 1931, at Bangkok on 27 November 1931 and at Geneva on 26 June 1936. Signed at Lake Success, New York, on 11 December 1946

2. International Opium Convention. The Hague, January 23rd, 1912
3. Agreement concerning the Suppression of the Manufacture of, Internal Trade in, and Use of, Prepared Opium. Signed at Geneva on 11 February 1925, and amended by the Protocol signed at Lake Success, New York, on 11 December 1946
4. Agreement concerning the Suppression of the Manufacture of, Internal Trade in, and Use of, Prepared Opium. Geneva, February 11th, 1925
5. International Opium Convention. Signed at Geneva on 19 February 1925 and amended by the Protocol signed at Lake Success, New York, on 11 December 1946
6. (*a*) International Opium Convention. Geneva, February 19th, 1925
   (*b*) Protocol. Geneva, February 19th, 1925
7. Convention for Limiting the Manufacture and Regulating the Distribution of Narcotic Drugs. Signed at Geneva on 13 July 1931 and amended by the Protocol signed at Lake Success, New York, on 11 December 1946
8. (*a*) Convention for Limiting the Manufacture and Regulating the Distribution of Narcotic Drugs. Geneva, July 13th, 1931
   (*b*) Protocol of Signature. Geneva, July 13th, 1931
9. Agreement concerning the Suppression of Opium Smoking. Signed at Bangkok on 27 November 1931 and amended by the Protocol signed at Lake Success, New York, on 11 December 1946
10. Agreement concerning the Suppression of Opium Smoking. Bangkok, November 27th, 1931
11. Convention for the Suppression of the Illicit Traffic in Dangerous Drugs. Signed at Geneva on 26 June 1936 and amended by the Protocol signed at Lake Success, New York, on 11 December 1946
12. (*a*) Convention of 1936 for the Suppression of the Illicit Traffic in Dangerous Drugs. Geneva, June 26th, 1936
    (*b*) Protocol of Signature. Geneva, June 26th, 1936
13. Protocol Bringing under International Control Drugs Outside the Scope of the Convention of 13 July 1931 for Limiting the Manufacture and Regulating the Distribution of Narcotic Drugs, as amended by the Protocol signed at Lake Success, New York, on 11 December 1946. Signed at Paris on 19 November 1948
14. Protocol for Limiting and Regulating the Cultivation of the Poppy Plant, the Production of, International and Wholesale Trade in, and Use of Opium. Done at New York on 23 June 1953
15. Single Convention on Narcotic Drugs, 1961. Done at New York on 30 March 1961
16. Convention on Psychotropic Substances. Concluded at Vienna on 21 February 1971
17. Protocol amending the Single Convention on Narcotic Drugs, 1961. Concluded at Geneva on 25 March 1972
18. Single Convention on Narcotic Drugs, 1961, as amended by the Protocol of 25 March 1972 amending the Single Convention on Narcotic Drugs, 1961. Done at New York on 8 August 1975
19. United Nations Convention against Illicit Traffic in Narcotic Drugs and Psychotropic Substances. Concluded at Vienna on 20 December 1988

VII. Traffic in Persons

1. Protocol to amend the Convention for the Suppression of the Traffic in Women and Children, concluded at Geneva on 30 September 1921, and the Convention for the Suppression of the Traffic in Women of Full Age, concluded at Geneva on 11 October 1933. Signed at Lake Success, New York, on 12 November 1947
2. Convention for the Suppression of the Traffic in Women and Children, concluded at Geneva on 30 September 1921 and amended by the Protocol signed at Lake Success, New York, on 12 November 1947
3. International Convention for the Suppression of the Traffic in Women and Children. Geneva, September 30th, 1921
4. Convention for the Suppression of the Traffic in Women of Full Age, concluded at Geneva on 11 October 1933 and amended by the Protocol signed at Lake Success, New York, on 12 November 1947
5. International Convention for the Suppression of the Traffic in Women of Full Age. Geneva, October 11th, 1933

6. Protocol amending the International Agreement for the Suppression of the White Slave Traffic, signed at Paris on 18 May 1904, and the International Convention for the Suppression of White Slave Traffic, signed at Paris on 4 May 1910. Signed at Lake Success, New York, on 4 May 1949
7. International Agreement for the Suppression of the White Slave Traffic, signed at Paris on 18 May 1904 and amended by the Protocol signed at Lake Success, New York, on 4 May 1949
8. International Agreement for the Suppression of the "White Slave Traffic". Signed at Paris on 18 May 1904
9. International Convention for the Suppression of the White Slave Traffic, signed at Paris on 4 May 1910 and amended by the Protocol signed at Lake Success, New York, on 4 May 1949
10. International Convention for the Suppression of the White Slave Traffic. Signed at Paris on 4 May 1910
11. (*a*) Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others. Opened for signature at Lake Success, New York, on 21 March 1950

    (*b*) Final Protocol to the Convention for the Suppression of the Traffic in Persons and of the Exploitation of the Prostitution of Others. Opened for signature at Lake Success, New York, on 21 March 1950

VIII. Obscene Publications

1. Protocol to amend the Convention for the Suppression of the Circulation of, and Traffic in, Obscene Publications, concluded at Geneva on 12 September 1923. Signed at Lake Success, New York, on 12 November 1947
2. Convention for the Suppression of the Circulation of, and Traffic in, Obscene Publications, concluded at Geneva on 12 September 1923 and amended by the Protocol signed at Lake Success, New York, on 12 November 1947
3. International Convention for the Suppression of the Circulation of and Traffic in Obscene Publications. Geneva, September 12th, 1923
4. Protocol amending the Agreement for the Suppression of the Circulation of Obscene Publications, signed at Paris on 4 May 1910. Signed at Lake Success, New York, on 4 May 1949
5. Agreement for the Suppression of the Circulation of Obscene Publications, signed at Paris on 4 May 1910 and amended by the Protocol signed at Lake Success, New York, on 4 May 1949
6. Agreement for the Suppression of the Circulation of Obscene Publications. Signed at Paris on 4 May 1910

IX. Health

1. Constitution of the World Health Organization. Signed at New York on 22 July 1946

   Amendments to the Constitution of the World Health Organization:

   (*a*) Amendments to articles 24 and 25 of the Constitution of the World Health Organization. Adopted by the Twelfth World Health Assembly by resolution WHA 12.43 of 28 May 1959

   (*b*) Amendment to article 7 of the Constitution of the World Health Organization. Adopted by the Eighteenth World Health Assembly by resolution WHA 18.48 of 20 May 1965

   (c) Amendments to articles 24 and 25 of the Constitution of the World Health Organization. Adopted by the Twentieth World Health Assembly by resolution WHA 20.36 of 23 May 1967

   (*d*) Amendments to articles 34 and 55 of the Constitution of the World Health Organization. Adopted by the Twenty-sixth World Health Assembly by resolution WHA 26.37 of 22 May 1973

   (*e*) Amendments to articles 24 and 25 of the Constitution of the World Health Organization. Adopted by the Twenty-ninth World Health Assembly by resolution WHA 29.33 of 17 May 1976

   (*f*) Amendment to article 74 of the Constitution of the World Health Organization. Adopted by the Thirty-first World Health Assembly by resolution WHA 31.18 of 18 May 1978

   (*g*) Amendments to articles 24 and 25 of the Constitution of the World Health Organization. Adopted by the Thirty-ninth World Health Assembly by resolution WHA 39.6 of 12 May 1986
2. Protocol concerning the *Office international d'hygiène publique*. Signed at New York on 22 July 1946
3. Agreement on the Establishment of the International Vaccine Institute. Opened for signature at New York on 28 October 1996

X. International Trade and Development

1. (*a*) General Agreement on Tariffs and Trade, with Annexes and Schedules of Tariffs Concessions. Authenticated by the Final Act adopted at the conclusion of the second session of the Preparatory Committee of the United Nations Conference on Trade and Employment and signed at Geneva on 30 October 1947

   (*b*) Havana Charter for an International Trade Organization. Authenticated by the Final Act of the United Nations Conference on Trade and Employment, signed at Havana on 24 March 1948

   (*c*) Agreement on most-favoured-nation treatment for areas of Western Germany under military occupation. Signed at Geneva on 14 September 1948

   (*d*) Memorandum of understanding relative to application to the Western Sectors of Berlin of the Agreement on most-favoured-nation treatment for areas of Western Germany under military occupation. Signed at Annecy on 13 August 1949

2. Agreement establishing the African Development Bank. Done at Khartoum on 4 August 1963

   (*a*) Amendments to the Agreement establishing the African Development Bank. Adopted by the Board of Governors of the African Development Bank in resolution 05--79 of 17 May 1979

   (*b*) Agreement establishing the African Development Bank done at Khartoum on 4 August 1963, as amended by resolution 05--79 adopted by the Board of Governors on 17 May 1979. Concluded at Lusaka on 7 May 1982

3. Convention on Transit Trade of Land-Locked States. Done at New York on 8 July 1965

4. Agreement establishing the Asian Development Bank. Done at Manila on 4 December 1965

5. Articles of Association for the Establishment of an Economic Community of West Africa. Done at Accra on 4 May 1967

6. Agreement Establishing the Caribbean Development Bank, with Protocol to Provide for Procedure for Amendment of Article 36 of the Agreement. Done at Kingston, Jamaica, on 18 October 1969

7. Convention on the Limitation Period in the International Sale of Goods. Concluded at New York on 14 June 1974

   (*a*) Protocol amending the Convention on the Limitation Period in the International Sale of Goods. Concluded at Vienna on 11 April 1980

   (*b*) Convention on the Limitation Period in the International Sale of Goods. Concluded at New York on 14 June 1974, as amended by the Protocol of 11 April 1980

8. Agreement establishing the International Fund for Agricultural Development. Concluded at Rome on 13 June 1976

9. Constitution of the United Nations Industrial Development Organization. Concluded at Vienna on 8 April 1979

10. United Nations Convention on Contracts for the International Sale of Goods. Concluded at Vienna on 11 April 1980

11. Charter of the Asian and Pacific Development Centre. Adopted by the United Nations Economic and Social Commission for Asia and the Pacific on 1 April 1982

12. United Nations Convention on International Bills of Exchange and International Promissory Notes. Adopted by the General Assembly of the United Nations on 9 December 1988

13. United Nations Convention on the Liability of Operators of Transport Terminals in International Trade. Concluded at Vienna on 19 April 1991

14. Agreement to Establish the South Center. Opened for signature at Geneva on 1 September 1994

15. United Nations Convention on Independent Guarantees and Stand--by Letters of Credit. Adopted by the General Assembly of the United Nations on 11 December 1995

16. Agreement establishing the Bank for Economic Cooperation and Development in the Middle East and North Africa. Done on 28 August 1996

XI. Transport and Communications

A. *Customs Matters*

1. Agreement providing for the provisional application of the Draft International Customs Conventions on Touring, on Commercial Road Vehicles and on the International Transport of Goods by Road. Signed at Geneva on 16 June 1949

2. Additional Protocol to the Agreement providing for the provisional application of the Draft International Customs Conventions on Touring, on Commercial Road Vehicles and on the International Transport of Goods by Road. Signed at Geneva on 16 June 1949
3. Additional Protocol to the Agreement providing for the provisional application of the Draft International Customs Conventions on Touring, on Commercial Road Vehicles and on the International Transport of Goods by Road, relating to the international transport of goods by container under the TIR Carnet Régime. Signed at Geneva on 11 March 1950
4. Additional Protocol amending certain provisions of the Agreement providing for the provisional application of the Draft International Customs Conventions on Touring, on Commercial Road Vehicles and on the International Transport of Goods by Road. Done at Geneva on 28 November 1952
5. International Convention to Facilitate the Importation of Commercial Samples and Advertising Material. Done at Geneva on 7 November 1952
6. Convention concerning Customs Facilities for Touring. Done at New York on 4 June 1954
7. Additional Protocol to the Convention concerning Customs Facilities for Touring, relating to the Importation of Tourist Publicity Documents and Material. Done at New York on 4 June 1954
8. Customs Convention on the Temporary Importation of Private Road Vehicles. Done at New York on 4 June 1954
9. Customs Convention on Containers. Done at Geneva on 18 May 1956
10. Customs Convention on the Temporary Importation of Commercial Road Vehicles. Done at Geneva on 18 May 1956
11. Customs Convention on the Temporary Importation for Private Use of Aircraft and Pleasure Boats. Done at Geneva on 18 May 1956
12. Customs Convention concerning Spare Parts used for repairing EUROP Wagons. Done at Geneva on 15 January 1958
13. Customs Convention on the International Transport of Goods under Cover of TIR Carnets (TIR Convention). Done at Geneva on 15 January 1959
14. European Convention on Customs Treatment of Pallets Used in International Transport. Done at Geneva on 9 December 1960
15. Customs Convention on Containers, 1972. Concluded at Geneva on 2 December 1972
16. Customs Convention on the International Transport of Goods under Cover of TIR Carnets (TIR Convention). Concluded at Geneva on 14 November 1975
17. International Convention on the Harmonization of Frontier Controls of Goods. Concluded at Geneva on 21 October 1982
18. Convention on Customs Treatment of Pool Containers Used in International Transport. Concluded at Geneva on 21 January 1994

B. *Road Traffic*

1. Convention on Road Traffic. Signed at Geneva on 19 September 1949
2. Protocol concerning Countries or Territories at Present Occupied. Signed at Geneva on 19 September 1949
3. Protocol on Road Signs and Signals. Signed at Geneva on 19 September 1949
4. European Agreement supplementing the 1949 Convention on Road Traffic and the 1949 Protocol on Road Signs and Signals. Signed at Geneva on 16 September 1950
5. European Agreement on the Application of article 3 of Annex 7 of the 1949 Convention on Road Traffic concerning the Dimensions and Weights of Vehicles Permitted to Travel on Certain Roads of the Contracting Parties. Signed at Geneva on 16 September 1950
6. European Agreement on the Application of article 23 of the 1949 Convention on Road Traffic concerning the Dimensions and Weights of Vehicles Permitted to Travel on Certain Roads of the Contracting Parties. Signed at Geneva on 16 September 1950
7. Declaration on the Construction of Main International Traffic Arteries. Signed at Geneva on 16 September 1950
8. General Agreement on Economic Regulations for International Road Transport:
   (*a*) Additional Protocol
   (*b*) Protocol of Signature

Concluded at Geneva on 17 March 1954

(*c*) Protocol relating to the adoption of Annex C. 1 to the Set of Rules annexed to the General Agreement on Economic Regulations for International Road Transport. Concluded at Geneva on 1 July 1954

9. Agreement on Signs for Road Works, amending the European Agreement of 16 September 1950 Supplementing the 1949 Convention on Road Traffic and the 1949 Protocol on Road Signs and Signals. Concluded at Geneva on 16 December 1955

10. Convention on the Taxation of Road Vehicles for Private Use in International Traffic. Done at Geneva on 18 May 1956

11. Convention on the Contract for the International Carriage of Goods by Road (CMR). Done at Geneva on 19 May 1956

(*a*) Protocol to the Convention on the Contract for the International Carriage of Goods by Road (CMR). Concluded at Geneva on 5 July 1978

12. Convention on the Taxation of Road Vehicles Engaged in International Goods Transport. Done at Geneva on 14 December 1956

13. Convention on the Taxation of Road Vehicles Engaged in International Passenger Transport. Done at Geneva on 14 December 1956

14. European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) Done at Geneva on 30 September 1957

(*a*) Protocol amending article 14 (3) of the European Agreement of 30 September 1957 concerning the International Carriage of Dangerous Goods by Road (ADR). Concluded at New York on 21 August 1975

(*b*) Protocol amending article 1 (a), article 14 (1) and article 14 (3) (b) of the European Agreement of 30 September 1957 concerning the International Carriage of Dangerous Goods by Road (ADR). Adopted at Geneva on 28 October 1993

15. European Agreement on Road Markings. Done at Geneva on 13 December 1957

16. Agreement concerning the Adoption of Uniform Technical Prescriptions for wheedled Vehicles, Equipment and Parts which can be fitted and/or be used on Wheeled Vehicles and the Conditions for Reciprocal Recognition of Approvals Granted on the Basis of These Prescriptions. Done at Geneva on 20 March 1958

17. Agreement on Special Equipment for the Transport of Perishable Foodstuffs and on the Use of such Equipment for the International Transport of some of those Foodstuffs. Concluded at Geneva on 15 January 1962

18. European Agreement concerning the Work of Crews of Vehicles Engaged in International Road Transport (AETR). Concluded at Geneva on 19 January 1962

19. Convention on Road Traffic. Concluded at Vienna on 8 November 1968

20. Convention on Road Signs and Signals. Concluded at Vienna on 8 November 1968

21. European Agreement concerning the Work of Crews of Vehicles Engaged in International Road Transport (AETR). Concluded at Geneva on 1 July 1970

22. Agreement on the International Carriage of Perishable Foodstuffs and on the Special Equipment to be used for such Carriage (ATP). Concluded at Geneva on 1 September 1970

23. European Agreement supplementing the Convention on Road Traffic opened for signature at Vienna on 8 November 1968. Concluded at Geneva on 1 May 1971

24. European Agreement supplementing the Convention on Road Signs and Signals opened for signature at Vienna on 8 November 1968. Concluded at Geneva on 1 May 1971

25. Protocol on Road Markings, additional to the European Agreement supplementing the Convention on Road Signs and Signals opened for signature at Vienna on 8 November 1968. Concluded at Geneva on 1 March 1973

26. Convention on the Contract for the International Carriage of Passengers and Luggage by Road (CVR) Concluded at Geneva on 1 March 1973

(*a*) Protocol to the Convention on the Contract for the International Carriage of Passengers and Luggage by Road (CVR). Concluded at Geneva on 5 July 1978

27. Agreement on Minimum Requirements for the Issue and Validity of Driving Permits (APC). Concluded at Geneva on 1 April 1975

28. European Agreement on Main International Traffic Arteries (AGR). Concluded at Geneva on 15 November 1975

29. Intergovernmental Agreement on the Establishment of an Inter-African Motor Vehicle Third Party Liability Insurance Card. Opened for signature at New York on 1 October 1978

30. Convention on Civil Liability for Damage caused during Carriage of Dangerous Goods by Road, Rail and Inland Navigation Vessels (CRTD). Concluded at Geneva on 10 October 1989

31. Agreement concerning the Adoption of Uniform Conditions for Periodical Technical Inspections of Wheeled Vehicles and the Reciprocal Recognition of such Inspections. Opened for signature at Vienna on 13 November 1997

C. *Transport by Rail*

1. International Convention to Facilitate the Crossing of Frontiers for Passengers and Baggage carried by Rail. Signed at Geneva on 10 January 1952

2. International Convention to Facilitate the Crossing of Frontiers for Goods carried by Rail. Signed at Geneva on 10 January 1952

3. European Agreement on Main International Railway Lines (AGC). Concluded at Geneva on 31 May 1985

D. *Water Transport*

1. Convention relating to the Limitation of the Liability of Owners of Inland Navigation Vessels (CLN). Concluded at Geneva on 1 March 1973

   (*a*) Protocol to the Convention relating to the Limitation of the Liability of Owners of Inland Navigation Vessels (CLN). Concluded at Geneva on 5 July 1978

2. Convention on the Contract for the International Carriage of Passengers and Luggage by Inland Waterway (CVN). Concluded at Geneva on 6 February 1976

   (*a*) Protocol to the Convention on the Contract for the International Carriage of Passengers and Luggage by Inland Waterway (CVN). Concluded at Geneva on 5 July 1978

3. United Nations Convention on the Carriage of Goods by Sea, 1978. Concluded at Hamburg on 31 March 1978

4. International Convention on Maritime Liens and Mortgages, 1993. Done at Geneva on 6 May 1993

5. European Agreement on Main Inland Waterways of International Importance (AGN). Adopted at Geneva on 19 January 1996

E. *Multimodal Transport*

1. United Nations Convention on International Multimodal Transport of Goods. Concluded at Geneva on 24 May 1980

2. European Agreement on Important International Combined Transport Lines and Related Installations (AGTC). Concluded at Geneva on 1 February 1991

   (*a*) Protocol on Combined Transport on Inland Waterways to the European Agreement on Important International Combined Transport Lines and Related Installations (AGTC) of 1991. Adopted at Geneva on 17 January 1997

XII. Navigation

1. Convention on the International Maritime Organization. Done at Geneva on 6 March 1948

   Amendments to the Convention on the International Maritime Organization:

   (*a*) Amendments to articles 17 and 18 of the Convention. Adopted by the Assembly of the Organization by resolution A.69 (ES.II) of 15 September 1964

   (*b*) Amendment to article 28 of the Convention. Adopted by the Assembly of the Organization by resolution A.70 (IV) of 28 September 1965

   (*c*) Amendments to articles 10, 16, 17, 18, 20, 28, 31 and 32 of the Convention. Adopted by the Assembly of the Organization by resolution A.315 (ES.V) of 17 October 1974

   (*d*) Amendments to the title and substantive provisions of the Convention. Adopted by the Assembly of the Organization by resolutions A.358 (IX) of 14 November 1975 and A.371 (X) of 9 November 1977 [rectification of resolution A.358 (IX)]

   (*e*) Amendments to the Convention relating to the institutionalization of the Committee on Technical Co-operation in the Convention. Adopted by the Assembly of the Organization by resolution A.400 (X) of 17 November 1977

(*f*) Amendments to articles 17, 18, 20 and 51 of the Convention. Adopted by the Assembly of the Organization by resolution A.450 (XI) of 15 November 1979

(*g*) Amendments to the IMO Convention relating to the institutionalization of the Facilitation Committee in the Convention. Adopted by the Assembly of the Organization by resolution A.724 (17) of 7 November 1991

(*h*) Amendments to articles 16, 17 and 19 (b) of the Convention on the International Maritime Organization. Adopted by the Assembly of the Organization by resolution A.735 (18) of 4 November 1993

2. Convention regarding the Measurement and Registration of Vessels Employed in Inland Navigation. Concluded at Bangkok on 22 June 1956
3. Convention relating to the Unification of Certain Rules concerning Collisions in Inland Navigation. Concluded at Geneva on 15 March 1960
4. Convention on the Registration of Inland Navigation Vessels. Concluded at Geneva on 25 January 1965
5. Convention on the Measurement of Inland Navigation Vessels. Concluded at Geneva on 15 February 1966
6. Convention on a Code of Conduct for Liner Conferences. Concluded at Geneva on 6 April 1974
7. United Nations Convention on Conditions for Registration of Ships. Concluded at Geneva on 7 February 1986

XIII. Economic Statistics

1. Protocol amending the International Convention relating to Economic Statistics, signed at Geneva on 14 December 1928. Signed at Paris on 9 December 1948
2. International Convention relating to Economic Statistics. Signed at Geneva on 14 December 1928 and amended by the Protocol signed at Paris on 9 December 1948
3. (*a*) International Convention relating to Economic Statistics. Geneva, December 14th, 1928

   (*b*) Protocol. Geneva, December 14th, 1928

XIV. Educational and Cultural Matters

1. Agreement for Facilitating the International Circulation of Visual and Auditory Materials of an Educational, Scientific and Cultural Character. Opened for signature at Lake Success, New York, on 15 July 1949
2. Agreement on the Importation of Educational, Scientific and Cultural Materials. Opened for signature at Lake Success, New York, on 22 November 1950
3. International Convention for the Protection of Performers, Producers of Phonograms and Broadcasting Organizations. Done at Rome on 26 October 1961
4. Convention for the Protection of Producers of Phonograms against Unauthorized Duplication of their Phonograms. Concluded at Geneva on 29 October 1971
5. Protocol to the Agreement on the Importation of Educational, Scientific and Cultural Materials of 22 November 1950. Concluded at Nairobi on 26 November 1976
6. International Agreement for the Establishment of the University for Peace. Adopted by the General Assembly of the United Nations on 5 December 1980
7. Statutes of the International Centre for Genetic Engineering and Biotechnology. Concluded at Madrid on 13 September 1983

   (*a*) Protocol of the Reconvened Plenipotentiary Meeting on the Establishment of the International Centre for Genetic Engineering and Biotechnology. Concluded at Vienna on 4 April 1984

   (*b*) Amendments to articles 6 (6) and 7 (1) of the Statutes of the International Centre for Genetic Engineering and Biotechnology. Adopted at Trieste (Italy) on 3 December 1996

XV. Declaration of Death of Missing Persons

1. Convention on the Declaration of Death of Missing Persons. Established and opened for accession on 6 April 1950 by the United Nations Conference on the Declaration of Death of Missing Persons
2. Protocol for extending the period of validity of the Convention on the Declaration of Death of Missing Persons. Opened for accession at New York on 16 January 1957
3. Protocol for the further extension of the period of validity of the Convention on the Declaration of Death of Missing Persons. Opened for accession at New York on 15 January 1967

XVI. Status of Women

1. Convention on the Political Rights of Women. Opened for signature at New York on 31 March 1953
2. Convention on the Nationality of Married Women. Done at New York on 20 February 1957
3. Convention on Consent to Marriage, Minimum Age for Marriage and Registration of Marriages. Opened for signature at New York on 10 December 1962

XVII. Freedom of Information

1. Convention on the International Right of Correction. Opened for signature at New York on 31 March 1953

XVIII. Miscellaneous Penal Matters

1. Protocol amending the Slavery Convention signed at Geneva on 25 September 1926. Done at the Headquarters of the United Nations, New York, on 7 December 1953
2. Slavery Convention signed at Geneva on 25 September 1926 and amended by the Protocol done at the Headquarters of the United Nations, New York, on 7 December 1953
3. Slavery Convention. Geneva, September 25th, 1926
4. Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery. Done at the European Office of the United Nations at Geneva on 7 September 1956
5. International Convention Against the Taking of Hostages. Adopted by the General Assembly of the United Nations on 17 December 1979
6. International Convention Against the Recruitment, Use, Financing and Training of Mercenaries. Adopted by the General Assembly of the United Nations on 4 December 1989
7. Convention on the Prevention and Punishment of Crimes against Internationally Protected Persons, including Diplomatic Agents. Adopted by the General Assembly of the United Nations on 14 December 1973
8. Convention on the Safety of the United Nations and Associated Personnel. Adopted by the General Assembly of the United Nations on 9 December 1994
9. International Convention for the Suppression of Terrorist Bombings. Adopted by the General Assembly of the United Nations on 15 December 1997
10. Rome Statute of the International Criminal Court. Adopted at Rome on 17 July 1998

XIX. Commodities

NOTICE: FOR REASONS OF ECONOMY AND SIZE, AND IN ORDER TO MAINTAIN THIS PUBLICATION IN ITS PRESENT FORMAT, IT IS NO LONGER POSSIBLE TO INCLUDE THE COMPREHENSIVE STATUS OF SUPERSEDED COMMODITY AGREEMENTS HEREIN. FOR THE COMPLETE STATUS OF COMMODITY AGREEMENTS WHICH HAVE BEEN SUPERSEDED BY NEW AGREEMENTS, *MULTILATERAL TREATIES DEPOSITED WITH THE SECRETARY-GENERAL, STATUS AS AT 31 DECEMBER 1994* (ST/LEG/SER.E/13)

1. International Agreement on Olive Oil, 1956. Opened for signature at the Headquarters of the United Nations from 15 November 1955 to 15 February 1956
2. Protocol amending the International Agreement on Olive Oil, 1956. Adopted at the second session of the United Nations Conference on Olive Oil held in Geneva from 31 March to 3 April 1958
3. International Agreement on Olive Oil, 1956, as amended by the Protocol of 3 April 1958
4. International Coffee Agreement, 1962. Done at New York on 28 September 1962
5. International Coffee Agreement, 1968. Open for signature at New York from 18 to 31 March 1968 .
   (*a*) Extension with modifications of the International Coffee Agreement, 1968. Approved by the International Coffee Council in resolution No. 264 of 14 April 1973
   (*b*) International Coffee Agreement, 1968. Open for signature at New York from 18 to 31 March 1968, as extended with modifications by the International Coffee Council in resolution No. 264 of 14 April 1973
   (*c*) Protocol for the Continuation in Force of the International Coffee Agreement, 1968, as extended. Concluded at London on 26 September 1974
   (*d*) International Coffee Agreement, 1968. Open for signature at New York from 18 to 31 March 1968, as extended by the Protocol of 26 September 1974

6. International Sugar Agreement, 1968. Opened for signature at New York from 3 to 24 December 1968
7. Agreement establishing the Asian Coconut Community. Opened for signature at Bangkok on 12 December 1968
8. Agreement establishing the Pepper Community. Opened for signature at Bangkok on 16 April 1971
9. International Cocoa Agreement, 1972. Concluded at Geneva on 21 October 1972
10. International Sugar Agreement, 1973. Concluded at Geneva on 13 October 1973
    (*a*) Extension of the International Sugar Agreement, 1973. Approved by the International Sugar Council in resolution No. 1 of 30 September 1975
    (*b*) International Sugar Agreement, 1973. Concluded at Geneva on 13 October 1973, as extended by the International Sugar Council in resolution No. 1 of 30 September 1975
    (*c*) Second extension of the International Sugar Agreement, 1973, as extended. Approved by the International Sugar Council in resolution No. 2 of 18 June 1976
    (*d*) International Sugar Agreement, 1973. Concluded at Geneva on 13 October 1973, as extended further by the International Sugar Council in resolution No. 2 of 18 June 1976
    (*e*) Third extension of the International Sugar Agreement, 1973, as further extended. Approved by the International Sugar Council in resolution No. 3 of 31 August 1977
11. Agreement establishing the Asian Rice Trade Fund. Drawn up at Bangkok on 16 March 1973
12. Protocol for the Continuation in Force of the International Coffee Agreement, 1968, as extended. Concluded at London on 16 September 1974
13. Fifth International Tin Agreement, 1975. Concluded at Geneva on 21 June 1975
14. International Cocoa Agreement, 1975. Concluded at Geneva on 20 October 1975
15. International Coffee Agreement, 1976. Concluded at London on 3 December 1975
    (*a*) Extension of the International Coffee Agreement, 1976. Approved by the International Coffee Council in resolution No. 318 of 25 September 1981
    (*b*) International Coffee Agreement, 1976. Concluded at London on 3 December 1975, as extended until 30 September 1983 by the International Coffee Council in resolution No. 318 of 25 September 1981
16. Agreement establishing the International Tea Promotion Association. Concluded at Geneva on 31 March 1977
17. Agreement establishing the Southeast Asia Tin Research and Development Centre. Concluded at Bangkok on 28 April 1977
18. International Sugar Agreement, 1977. Concluded at Geneva on 7 October 1977
    (*a*) Extension of the International Sugar Agreement, 1977. Approved by the International Sugar Council in decisions No. 13 of 20 November 1981 and No. 14 of 21 May 1982
    (*b*) Extension of the International Sugar Agreement, 1977. Concluded at Geneva on 7 October 1977, as extended until 31 December 1984 by the International Sugar Council in decisions No. 13 of 20 November 1981 and No. 14 of 21 May 1982
19. Agreement establishing the International Tropical Timber Bureau. Concluded at Geneva on 9 November 1977
20. International Natural Rubber Agreement, 1979. Concluded at Geneva on 6 October 1979
21. Agreement establishing the Common Fund for Commodities. Concluded at Geneva on 27 June 1980
22. International Cocoa Agreement, 1980. Concluded at Geneva on 19 November 1980
23. Sixth International Tin Agreement. Concluded at Geneva on 26 June 1981
24. International Agreement on Jute and Jute Products, 1982. Concluded at Geneva on 1 October 1982
25. International Coffee Agreement, 1983. Adopted by the International Coffee Council on 16 September 1982
    (*a*) Extension of the International Coffee Agreement, 1983, with modifications. Approved by the International Coffee Council in resolution No. 347 of 3 July 1989
    (*b*) International Coffee Agreement, 1983. Adopted by the International Coffee Council on 16 September 1982, as modified and extended by resolution No. 347 of 3 July 1989
    (*c*) Second Extension of the International Coffee Agreement, 1983, as modified. Adopted by the International Coffee Council by resolution No. 352 of 28 September 1990

(*d*) International Coffee Agreement, 1983. Adopted by the International Coffee Council on 16 September 1982, as modified by resolution No. 347 of 3 July 1989 and extended further by resolution No. 352 of 28 September 1990

(*e*) Third Extension of the International Coffee Agreement, 1983, as modified. Adopted by the International Coffee Council by resolution No. 355 of 27 September 1991

(*f*) International Coffee Agreement, 1983. Adopted by the International Coffee Council on 16 September 1982, as modified by resolution No. 347 of 3 July 1989 and extended further by resolution No. 355 of 27 September 1991

(*g*) Fourth extension of the International Coffee Agreement, 1983, as modified. Adopted by the International Coffee Council by resolution No. 363 of 4 June 1993

(*h*) International Coffee Agreement, 1983. Adopted by the International Coffee Council on 4 June 1993, as modified by resolution No. 347 of 3 July 1989 and further extended by resolution No. 363 of 4 June 1993

26. International Tropical Timber Agreement, 1983. Concluded at Geneva on 18 November 1983
27. International Sugar Agreement, 1984. Concluded at Geneva on 5 July 1984
28. International Wheat Agreement, 1986
    (*a*) Wheat Trade Convention, 1986. Concluded at London on 14 March 1986
    (*b*) Food Aid Convention, 1986. Concluded at London on 13 March 1986
29. Terms of Reference of the International Nickel Study Group. Adopted on 2 May 1986 by the United Nations Conference on Nickel, 1985
30. International Agreement on Olive Oil and Table Olives, 1986. Concluded at Geneva on 1 July 1986
    (*a*) Protocol of 1993 extending the International Agreement on Olive Oil and Table Olives, 1986, with amendments. Done at Geneva on 10 March 1993
    (*b*) International Agreement on Olive Oil and Table Olives, 1986, as amended and extended, 1993. Done at Geneva on 10 March 1993
31. International Cocoa Agreement, 1986. Concluded at Geneva on 25 July 1986
32. International Natural Rubber Agreement, 1987. Concluded at Geneva on 20 March 1987
33. International Sugar Agreement, 1987. Concluded at London on 11 September 1987
34. Terms of Reference of the International Tin Study Group. Adopted on 7 April 1989 by the United Nations Tin Conference, 1988
35. Terms of Reference of the International Copper Study Group. Adopted on 24 February 1989 by the United Nations Conference on Copper, 1988
36. International Agreement on Jute and Jute Products, 1989. Concluded at Geneva on 3 November 1989
37. International Sugar Agreement, 1992. Concluded at Geneva on 20 March 1992
38. International Cocoa Agreement, 1993. Concluded at Geneva on 16 July 1993
39. International Tropical Timber Agreement, 1994. Concluded at Geneva on 26 January 1994
40. International Coffee Agreement, 1994. Adopted by the International Coffee Council on 30 March 1994
41. International Grains Agreement, 1995
    (*a*) Grains Trade Convention, 1995. Concluded at London on 7 December 1994
    (*b*) Food Aid Convention, 1995. Concluded at London on 5 December 1994
42. International Natural Rubber Agreement, 1995. Concluded at Geneva on 17 February 1995

XX. Maintenance Obligations

1. Convention on the Recovery Abroad of Maintenance. Done at New York on 20 June 1956

XXI. Law of the Sea

1. Convention on the Territorial Sea and the Contiguous Zone. Done at Geneva on 29 April 1958
2. Convention on the High Seas. Done at Geneva on 29 April 1958
3. Convention on Fishing and Conservation of the Living Resources of the High Seas. Done at Geneva on 29 April 1958
4. Convention on the Continental Shelf. Done at Geneva on 29 April 1958

5. Optional Protocol of Signature concerning the Compulsory Settlement of Disputes. Done at Geneva on 29 April 1958
6. United Nations Convention on the Law of the Sea. Concluded at Montego Bay, Jamaica, on 10 December 1982
   (*a*) Agreement relating to the Implementation of Part XI of the United Nations Convention on the Law of the Sea of 10 December 1982. Adopted by the General Assembly of the United Nations on 28 July 1994
7. Agreement for the Implementation of the Provisions of the United Nations Convention on the Law of the Sea of 10 December 1982 relating to the Conservation and Management of Straddling Fish Stocks and Highly Migratory Fish Stocks. Adopted on 4 August 1995 by the United Nations Conference on Straddling Fish Stocks and Highly Migratory Fish Stocks
8. Agreement on the Privileges and Immunities of the International Tribunal for the Law of the Sea. Adopted on 23 May 1997 at the Seventh Meeting of the States Parties to the United Nations Convention on the Law of the Sea of 10 December 1982
9. Protocol on the Privileges and Immunities of the International Seabed Authority. Adopted by the Assembly of the International Seabed Authority in Kingston, Jamaica, on 27 March 1998

XXII. Commercial Arbitration

1. Convention on the Recognition and Enforcement of Foreign Arbitral Awards. Done at New York on 10 June 1958
2. European Convention on International Commercial Arbitration. Done at Geneva on 21 April 1961

XXIII. Law of Treaties

1. Vienna Convention on the Law of Treaties. Concluded at Vienna on 23 May 1969
2. Vienna Convention on Succession of States in respect of Treaties. Concluded at Vienna on 23 August 1978
3. Vienna Convention on the Law of Treaties between States and International Organizations or between International Organizations. Concluded at Vienna on 21 March 1986

XXIV. Outer Space

1. Convention on Registration of Objects Launched into Outer Space. Adopted by the General Assembly of the United Nations on 12 November 1974
2. Agreement governing the Activities of States on the Moon and Other Celestial Bodies. Adopted by the General Assembly of the United Nations on 5 December 1979

XXV. Telecommunications

1. Convention relating to the Distribution of Programme-Carrying Signals Transmitted by Satellite. Concluded at Brussels on 21 May 1974
2. Constitution of the Asia-Pacific Telecommunity. Adopted by the United Nations Economic and Social Commission for Asia and the Pacific on 27 March 1976
   (*a*) Amendment to article 11, paragraph 2 (a), of the Constitution of the Asia-Pacific Telecommunity. Adopted by the General Assembly of the Asia-Pacific Telecommunity at Bangkok on 13 November 1981
   (*b*) Amendments to articles 3(5) and 9(8) of the Constitution of the Asia--Pacific Telecommunity, adopted by the General Assembly of the Asia--Pacific Telecommunity, held at Colombo (Sri Lanka) on 29 November 1991
3. Agreement establishing the Asia-Pacific Institute for Broadcasting Development. Concluded at Kuala Lumpur on 12 August 1977
4. Tampere Convention on the Provision of Telecommunication Resources for Disaster Mitigation and Relief Operations. Adopted at Tampere, Finland, on 18 June 1998

XXVI. Disarmament

1. Convention on the Prohibition of Military or any Other Hostile Use of Environmental Modification Techniques. Adopted by the General Assembly of the United Nations on 10 December 1976

2. Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons which may be deemed to be Excessively Injurious or to have Indiscriminate Effects (and Protocols). Concluded at Geneva on 10 October 1980

   a) Additional Protocol to the Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons which may be deemed to be Excessively Injurious or to have Indiscriminate Effects "Protocol on Blinding Laser Weapons (Protocol IV)". Adopted by the Conference of the States Parties to the Convention at its 8th Plenary meeting of the States Parties on 13 October 1995

   b) Protocol on Prohibitions or Restrictions on the Use of Mines, Booby-Traps and Other Devices as amended on 3 May 1996 (Protocol II as amended on 3 May 1996) annexed to the Convention on Prohibitions or Restrictions on the Use of Certain Conventional Weapons which may be deemed to be Excessively Injurious or to have Indiscriminate Effects. Adopted by the Conference of the States Parties to the Convention at Geneva on 3 May 1996

3. Convention on the Prohibition of the Development, Production, Stockpiling and Use of Chemical Weapons and on their Destruction. Opened for signature at Paris on 13 January 1993

4. Comprehensive Nuclear--Test--Ban Treaty. Adopted by the General Assembly of the United Nations on 10 September 1996

5. Convention on the Prohibition of the Use, Stockpiling, Production and Transfer of Anti--Personnel Mines and on their Destruction, concluded at Oslo on 18 September 1997

XXVII. Environment

1. Convention on Long-Range Transboundary Air Pollution. Concluded at Geneva on 13 November 1979

   (*a*) Protocol to the 1979 Convention on Long-Range Transboundary Air Pollution on Long-Term Financing of the Co-operative Programme for Monitoring and Evaluation of the Long-Range Transmission of Air Pollutants in Europe (EMEP). Concluded at Geneva on 28 September 1984

   (*b*) Protocol to the 1979 Convention on Long-Range Transboundary Air Pollution on the Reduction of Sulphur Emissions or their Transboundary Fluxes by at least 30 per cent. Concluded at Helsinki on 8 July 1985

   (*c*) Protocol to the 1979 Convention on Long-Range Transboundary Air Pollution concerning the Control of Emissions of Nitrogen Oxides or their Transboundary Fluxes. Concluded at Sofia on 31 October 1988

   (*d*) Protocol to the 1979 Convention on Long-Range Transboundary Air Pollution concerning the Control of Emissions of Volatile Organic Compounds or their Transboundary Fluxes. Concluded at Geneva on 18 November 1991

   (e) Protocol to the 1979 Convention on Long-Range Transboundary Air Pollution on Further Reduction of Sulphur Emissions. Concluded at Oslo on 14 June 1994

   (*f*) Protocol to the 1979 Convention on Long-Range Transboundary Air Pollution on Heavy Metals. Adopted at Aarhus (Denmark) on 24 June 1998

   (*g*) Protocol to the 1979 Convention on Long-Range Transboundary Air Pollution on Persistent Organic Pollutants. Adopted at Aarhus (Denmark) on 24 June 1998

2. Vienna Convention for the Protection of the Ozone Layer. Concluded at Vienna on 22 March 1985

2. Vienna Convention for the Protection of the Ozone Layer. Concluded at Vienna on 22 March 1985

   (*a*) Montreal Protocol on Substances that Deplete the Ozone Layer. Concluded at Montreal on 16 September 1987

   (*b*) Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer. Adopted at the Second Meeting of the Parties at London on 29 June 1990

   (*c*) Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer. Adopted at the Fourth Meeting of the Parties at Copenhagen on 25 November 1992

   (*d*) Amendment to the Montreal Protocol on Substances that Deplete the Ozone Layer. Adopted at the Ninth Meeting of the Parties at Montreal from 15 to 17 September 1997

3. Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal. Concluded at Basel on 22 March 1989

   (*a*) Amendment to the Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, concluded at Basel on 22 March 1989. Adopted at the Third Meeting of the Conference of the Contracting Parties at Geneva on 22 September 1995

4. Convention on Environmental Impact Assessment in a Transboundary Context. Concluded at Espoo (Finland) on 25 February 1991
5. Convention on the Protection and Use of Transboundary Watercourses and International Lakes. Concluded at Helsinki on 17 March 1992
6. Convention on the Transboundary Effects of Industrial Accidents. Concluded at Helsinki on 17 March 1992
7. United Nations Framework Convention on Climate Change. Concluded at New York on 9 May 1992
   (a) Kyoto Protocol to the 1992 United Nations Framework Convention on Climate Change. Adopted at Kyoto (Japan) on 11 December 1997
8. Convention on Biological Diversity. Opened for signature at Rio de Janeiro on 5 June 1992
9. Agreement on the Conservation of Small Cetaceans of the Baltic and North Seas. Opened for signature at New York on 17 March 1992
10. United Nations Convention to Combat Desertification in those Countries Experiencing Serious Drought and/or Desertification, Particularly in Africa. Opened for signature at Paris on 14 October 1994
11. Lusaka Agreement on Co- -operative Enforcement Operations Directed at Illegal Trade in Wild Fauna and Flora. Adopted at the Ministerial Meeting at Lusaka on 8 September 1994
12. Convention on the Law of the Non- -Navigational Uses of International Watercourses. Adopted by the General Assembly of the United Nations on 21 May 1997
13. Convention on Access to Information and Public Participation in Decision- -Making and Access to Justice in Environmental Matters. Adopted at Aarhus (Denmark) on 25 June 1998
14. Convention on the Prior Informed Consent Procedure for Certain Hazardous Chemicals and Pesticides in International Trade. Adopted at Rotterdam, Netherlands, on 10 September 1998

XXVIII. Fiscal Matters

1. (*a*) Multilateral Convention for the Avoidance of Double Taxation of Copyright Royalties. Concluded at Madrid on 13 December 1979
   (*b*) Additional Protocol. Concluded at Madrid on 13 December 1979

Part II. League of Nations Treaties

1. Convention concerning the Use of Broadcasting in the Cause of Peace. Geneva, September 23rd, 1936
2. Special Protocol concerning Statelessness. The Hague, April 12th, 1930
3. Protocol relating to a Certain Case of Statelessness. The Hague, April 12th, 1930
4. Convention on Certain Questions relating to the Conflict of Nationality Laws. The Hague, April 12th, 1930
5. Protocol relating to Military Obligations in Certain Cases of Double Nationality. The Hague, April 12th, 1930
6. Protocol on Arbitration Clauses. Geneva, September 24th, 1923
7. Convention on the Execution of Foreign Arbitral Awards. Geneva, September 26th, 1927
8. Convention for the Settlement of Certain Conflicts of Laws in connection with Bills of Exchange and Promissory Notes. Geneva, June 7th, 1930
9. Convention for the Settlement of Certain Conflicts of Laws in connection with Cheques. Geneva, March 19th, 1931
10. Convention providing a Uniform Law for Bills of Exchange and Promissory Notes. Geneva, June 7th, 1930
11. Convention providing a Uniform Law for Cheques. Geneva, March 19th, 1931
12. Convention on the Stamp Laws in connection with Bills of Exchange and Promissory Notes. Geneva, June 7th, 1930
13. Convention on the Stamp Laws in connection with Cheques. Geneva, March 19th, 1931
14. (*a*) International Convention for the Suppression of Counterfeiting Currency
    (*b*) Protocol. Geneva, April 20th, 1929
15. Optional Protocol concerning the Suppression of Counterfeiting Currency. Geneva, April 20th, 1929
16. Convention and Statute on Freedom of Transit. Barcelona, April 20th, 1921

17. Convention and Statute on the Régime of Navigable Waterways of International Concern. Barcelona, April 20th, 1921
18. Additional Protocol to the Convention on the Régime of Navigable Waterways of International Concern. Barcelona, April 20th, 1921
19. Declaration recognising the Right to a Flag of States having no Sea-coast. Barcelona, April 20th, 1921
20. Convention and Statute on the International Régime of Maritime Ports. Geneva, December 9th, 1923
21. Convention on the Taxation of Foreign Motor Vehicles. Geneva, March 30th, 1931
22. International Convention relating to the Simplification of Customs Formalities. Geneva, November 3rd, 1923
23. International Convention for the Campaign against Contagious Diseases of Animals. Geneva, February 20th, 1935
24. Convention concerning the Transit of Animals, Meat and Other Products of Animal Origin. Geneva, February 20th, 1935
25. International Convention concerning the Export and Import of Animal Products (other than Meat, Meat Preparations, Fresh Animal Products, Milk and Milk Products). Geneva, February 20th, 1935
26. Convention establishing an International Relief Union. Geneva, July 12th, 1927
27. Convention on the International Régime of Railways. Geneva, December 9th, 1923
28. Convention regarding the Measurement of Vessels Employed in Inland Navigation. Paris, November 27th, 1925
29. General Act of Arbitration (Pacific Settlement of International Disputes). Geneva, September 26th, 1928
30. Convention concerning the Unification of Road Signals. Geneva, March 30th, 1931
31. Agreement concerning Maritime Signals. Signed at Lisbon, October 23, 1930
32. Convention relating to the Non-Fortification and Neutralisation of the Aaland Islands. Geneva, October 20, 1921
33. Agreement concerning Manned Lightships not on their Stations. Lisbon, October 23, 1930

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Human resources management

Employment of retirees

Report of the Secretary-General

I. Introduction

1. By paragraph (f) of its decision 51/408 of 4 November 1996, the General Assembly requested the Secretary-General to report to it every two years on all aspects of the use of retired personnel, including possible revision of the ceiling on annual earnings, and providing information concerning retirees recruited on a short-term basis in all categories and at all levels as well as under special service agreements. The first report was requested, exceptionally, to cover the period from 1 January 1995 to 31 December 1997 and to be transmitted through the Advisory Committee on Administrative and Budgetary Questions to the Assembly at its fifty-third session.

2. By paragraph (h) of the same decision, the General Assembly requested the Office of Internal Oversight Services to audit the compliance of recruitment of retirees in the Secretariat with the provisions of the decision and to report thereon to the Assembly at its fifty-third session.

3. The present report is submitted in accordance with the above-mentioned decision of the Assembly and takes into account the findings of the Office of Internal Oversight Services, as well as the views of the Advisory Committee on Administrative and Budgetary Questions, as contained in its report to the Assembly at its fifty-first session (A/51/475). Tabular data for the period from 1 January 1996 to 31 December 1997 are contained in the annex to the present report. Comparable data for the period from 1 January 1995 to 31 December 1995 will be issued in a conference room paper.

II. General policy

Definition

4. For the purposes of the present report, the term "retiree" has been defined as a former staff member 55 years of age or older who, consequent upon service exceeding five years, is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund. The definition includes all staff aged 60 or older with a permanent appointment (or for staff joining the Organization after 1 January 1990, aged 62), who separated under the administrative action of retirement. It also includes all other staff of 55 years of age or older, most of whom held fixed-term appointments, who qualified for and are in receipt of a pension benefit, even if they separated under the administrative actions of expiry of contract or early retirement. The definition excludes former staff members who are not in receipt of a pension benefit from the UNJSPF, for example, staff members who opted for withdrawal of their benefit. It excludes individuals who were not staff members prior to age 60 and were over 60 years of age at the time of engagement. It also excludes staff who, having exceeded the mandatory age of retirement, continue to work under an extension of appointment or upon

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reappointment and who continue to contribute to the Pension Fund.

Databases

5. In its consideration of the report of the Secretary-General submitted to the General Assembly at its fifty-first session (A/C.5/51/2), the Advisory Committee on Administrative and Budgetary Questions noted the key role of the Integrated Management Information System (IMIS), biannual submissions by programme managers at overseas duty stations of comprehensive reports on their use of retirees, and close cooperation with the Pension Fund, as mechanisms to make possible better monitoring and control of the employment of retirees. Detailed information for 1993 and 1994 on the use of retirees was submitted to the General Assembly at its forty-ninth session in a conference room paper. By decision 51/408, the Assembly endorsed the recommendation of the Advisory Committee that this information be updated.

6. The tables in the annex to the present report reflect the new capabilities offered by IMIS. The formats of the previous submission have been expanded and updated for 1996 and 1997. The tables are based on data derived from a primary source and two supplementary sources. The primary source is the worldwide database on appointments in the IMIS integrated personnel payroll system. The supplementary sources are the Pension Fund database and biannual reports from offices away from Headquarters. Data for 1995 on a comparable basis have been the subject of a backfilling exercise in IMIS, in comparison with a series of ad hoc data sets maintained at that time by individual offices. Data for 1995 will be issued as soon as it has been cross-checked with the database of the Pension Fund.

Guidelines

7. The general policy governing the employment of retirees in the United Nations Secretariat is that, normally, staff will not be appointed beyond the mandatory retirement age (60 for staff appointed prior to 1 January 1990, 62 for staff appointed after that date). Under exceptional and limited circumstances, however, in the best interests of meeting the operational needs of the Organization and when no other suitable candidates are available, retirees may be employed on a temporary basis:

(a) For specific service with a United Nations field mission, under the 100 or 300 series of the Staff Rules;

(b) For service as technical assistance project personnel, under the 200 series of the Staff Rules;

(c) For conference and other short-term service, under the 300 series of the Staff Rules;

(d) As Consultants through such contractual arrangements as special service agreements;

(e) As individual contractors through contractual arrangements (also special service agreements).

8. No staff member may be appointed within three months of retirement at or after the mandatory retirement age, unless approved by the Office of Human Resources Management as an exception to the general policy. In all cases, retirees who are in receipt of a monthly pension benefit are limited to six months' employment per calendar year. Retired staff who are re-engaged beyond six months must participate in the Pension Fund under the same conditions as staff who have not yet reached the age of retirement.

9. Within the general policy on the employment of retirees, the following specific guidelines are applicable at the level of the department or office which is responsible for administration of contracts:

(a) The relevant resolutions and decisions of the General Assembly on the employment of retirees are to be fully respected;

(b) The regulations of the United Nations Joint Staff Pension Fund are to be fully respected and applied;

(c) The resort to external support shall not adversely impact on the development and legitimate career aspirations of serving staff;

(d) There are no qualified and available non-retiree sources of external personnel to perform the required functions;

(e) Employment of a retiree represents both a cost-effective and operationally sound solution to meeting the needs of the service.

10. At its fifty-first session, the General Assembly set a ceiling across the board of $22,000 per calendar year for the employment of retired staff members in receipt of a pension benefit from the Pension Fund, with the exception of language services staff, for whom the ceiling is $40,000 per calendar year. Employment in all cases is limited to no more than six months per calendar year. The limits apply to the gross amount of the fee for service indicated in a special service agreement and to the gross amount of salary, less staff assessment, for retired staff who receive a letter of

appointment. Amounts unrelated to compensation for services rendered, such as travel costs, daily subsistence allowance and other per diem payments, are not included in the ceiling limits.

11. No former staff member in receipt of a pension benefit may be re-employed at a level higher than that at which he or she separated from the Organization. He or she may not be remunerated at a level higher than that at which regular staff members are remunerated for the same function at the same duty station.

12. In employing retirees, the Secretary-General continues to seek geographical balance in accordance with Article 101 of the Charter of the United Nations, as well as gender balance.[1] All retirees must be medically cleared before re-employment.[2]

13. An information circular setting out the modalities of application of General Assembly decision 51/408 on the employment of retirees was circulated to all staff (ST/IC/1997/62 of 19 September 1997). A revised administrative instruction, to replace the most recent on the subject (ST/AI/213/Rev.1 of 18 July 1984), is in the final stages of clearance and will be issued by the end of 1998.

14. With regard to the application of the regulations of the Pension Fund, the Pension Board, at its forty-eighth session, agreed to report to the General Assembly that it would be neither necessary nor appropriate to pursue a revision of article 40 (a) of the Fund's Regulations at the present time. The Board considered that controls on the re-employment of retirees should be dealt with through the personnel policies of individual member organizations, as was done by the General Assembly in respect of the United Nations Secretariat.[3]

15. As elaborated in the report of the Secretary-General to the Assembly at its fifty-first session and noted by the Advisory Committee on Administrative and Budgetary Questions at that time, a need for employment of retirees continues to exist throughout the Secretariat in order to support managers in programme delivery. The Secretariat has continued to face a demand for temporary support staff during peak periods in areas subject to sharp and often unpredictable workload fluctuations, notably in language services. Such conditions have also been experienced in the establishment of special missions, for which essential start-up staffing must be in place immediately upon the approval of such operations by the relevant bodies. Under these circumstances, the Secretariat has found it necessary to supplement its established staffing resources, on an exceptional and short-term basis, with the expert services of retirees. Such personnel are often available immediately, and for employment outside their countries of nationality or residence.

Monitoring

16. The General Assembly, in its decision 51/408, endorsed the recommendations and observations of the Advisory Committee on Administrative and Budgetary Questions, as contained in its report (A/51/475). The Advisory Committee emphasized that the use of retirees should take place under strict monitoring and control by the Office of Human Resources Management in order to ensure that the above-mentioned guidelines were followed. A number of weaknesses remain in the automated databases available for monitoring and control purposes. Firstly, IMIS has not yet been implemented on a global basis, and the submission of data from offices away from Headquarters at times does not conform to common formats, thereby necessitating extra work in order to provide standard or common format reports. Second, a direct cross-checking programme from IMIS with the records of the Pension Fund has yet to be developed. Third, no automatic warning flag for earnings or duration of contract limits is in place for former staff members who may be re-employed as retirees. It is envisaged, however, that all three elements will become available early in 1999, as system enhancements.

17. At the same time, with releases 1 and 2 of IMIS, more comprehensive and standard format data have become available. The central mechanism of control by the Office of Human Resources Management is that exceptions to the policy enunciated above remain with the Assistant Secretary-General. The present report establishes a monitoring baseline for the biennium 1996–1997 (with 1995 data to be added). As part of the delegation of responsibilities to line managers, the primary responsibility for applying the guidelines to decisions on the employment of retirees rests with individual departments or offices which are accountable for those decisions. It is the intention of the Office of Human Resources Management, as part of its monitoring and control function, to institute a system of spot-check reviews to ensure compliance with both the policy and the guidelines for the employment of retirees.

III. Ceiling on annual earnings

18. The General Assembly, by paragraph (f) of its decision 51/408, *inter alia*, requested the Secretary-General to report on the possible revision of the ceiling on annual earnings for

retirees. Overall, there is no evidence that the ceilings established in 1996 have posed operational difficulties for the Secretariat. Moreover, the General Assembly has not recommended an increase in the salaries of staff in the Professional and higher categories since 1996. Therefore, the Secretary-General is of the view that the current ceilings remain appropriate.

19. The Secretary-General will continue to monitor the impact of the salary ceilings on the delivery of services, particularly in respect of language services. In that respect, attention has been drawn to the fact that the services of retired translators are often required both as temporary staff during peak workload periods and as individual contractors working at home at other times during the year. As a result, some of them have already reached the annual salary ceiling of US$ 40,000 even before the beginning of the session of the General Assembly when the demand for translation services is at its peak. The Secretary-General will report on such situations and, if necessary, will make recommendations to the General Assembly at its fifty-fifth session.

20. With the reduction of funding for the recruitment of temporary assistance language staff in the 1996–1997 and 1998–1999 bienniums, there has been pressure to recruit less costly local freelance staff and avoid payment of travel expenses and daily subsistence allowances. Given the high proportion of retirees among temporary language staff, the ceiling of $40,000 on the annual earnings for that category has been an added incentive to follow such a policy. Thus, over the period 1995–1997, the proportion of retirees employed on a non-local basis has declined from 47 per cent of all retiree language staff in 1995 to 31 per cent in 1997. There are limitations to such a policy, however, as the contribution from former translators and interpreters who have retired in their home countries continues to be essential, in terms of the quality of their services, their familiarity with the work requirements and the overall capacity required at times of peak workload.

IV. Statistical data: observations and summary analysis

21. The statistical data in the annex to the present report show that 487 separate engagements and reappointments for 328 retirees took place during the biennium 1996–1997. Of this total, 56 per cent were for retirees in the Professional and Higher categories and 17 per cent in the Field Service and General Service categories. Just over 25 per cent of engagements of retirees were by the modality of a special service agreement, covering both consultants and individual contractors. Fifty-seven per cent of engagements were on a short-term basis. Table 1 shows the use of retirees by type of engagement and table 2, a breakdown by category of engagement.

22. As indicated in table 3 of the annex, within the breakdown of the use of retirees by department or office, language services in the Office of Central Support Services, Department of Administration and Management, accounted for 133 engagements over the biennium (34 per cent of the total) and $3.4 million. The United Nations Office at Geneva accounted for 66 engagements (17 per cent of the total) and $1 million; the Economic Commission for Latin America and the Caribbean accounted for 32 engagements (8 per cent of the total) and $0.5 million. Looking at the use of retirees by nationality and gender (see table 4), 61 engagements were by nationals of the United States of America (19 per cent), 44 by nationals of France (13 per cent), 30 by nationals of the United Kingdom of Great Britain and Northern Ireland (9 per cent) and 24 by nationals of Egypt (7 per cent). Nationals of 57 countries were engaged as retirees, but 10 countries accounted for 75 per cent of all engagements. Thirty-eight per cent of the retirees engaged were female.

23. Three main groups of functions carried out by retirees can be distinguished (see table 5). Fifty-seven per cent of engagements were for language services, in particular for revisers. Twenty per cent of engagements were for administrative functions and 16 per cent for political, economic, social, environmental, humanitarian, advisory and technical assistance functions.

24. The largest percentage of retirees engaged in the biennium was in the group aged 60 to 65 years (54 per cent), as set out in table 6. A further 28 per cent were in the group aged 65 to 70 years.

25. Data for 1996 and 1997 on the use of retirees by department or office and by engagement are provided in tables 7 and 8.

26. The total cost of fees and salaries for the use of retirees in the biennium 1996–1997 was $8.6 million, of which language services accounted for $5.1 million, or 60 per cent. As indicated above, a number of retirees so engaged had reached the earnings ceiling of $40,000 for 1998 prior to the opening of the regular session of the General Assembly. More than one third of contractual translators who work on a self-revision basis are retirees and some 17 per cent of the total translation workload is processed contractually. It may be noted that this situation results, in part, from the implementation of recommendations made by the Office of Internal Oversight Services in its 1995 audit of contractual

translation, namely, that such translation should replace temporary assistance, with a view to achieving savings. The data in the annex to the present report reflect the continuing need for the use of retirees in language services and other areas, given existing staffing levels and fluctuations in workload.

Notes

[1] See General Assembly decision 51/408, paragraph (d).

[2] Ibid., paragraph (e).

[3] *Official Records of the General Assembly, Fifty-third Session, Supplement No. 9* (A/53/9), para. 360.

Annex

Statistical tables: use of retirees, 1996–1997

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Explanatory notes

All data on the number of days of service in the tables have been rounded to the nearest 10 days. All data on fees and salaries have been rounded to the nearest thousand United States dollars.

The baseline used in the report is 328 individual retirees employed over the biennium, for a total of 487 engagements and a total of 42,790 days of service, at a cost of US$ 8.581 million.

The database records the number of individuals engaged in each year of the reporting period. Differences in the number of persons engaged which appear in the totals of the tables are the result of the variable count of the engagements against different parameters. For instance, the number of 381 persons engaged in table 5 is higher than the number of persons engaged for the baseline of 328 because a number of retirees have been engaged for more than one activity over the biennium. Similarly, the number of engagements by department may exceed the baseline because some retirees have been employed in more than one department during the reporting period. Counts by nationality and by age group are closest to the baseline, since the recording of retirees under different nationalities or in different age groups is not likely to occur.

Statistical data for 1995 on a comparable basis will be issued in a conference room paper.

The following abbreviations have been used in the tables:

DDSMS	Department for Development Support and Management Services
DESA	Department of Economic and Social Affairs
DESIPA	Department for Economic and Social Information and Policy Analysis
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Management
DM/OCSS	Office of Central Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPCSD	Department for Policy Coordination and Sustainable Development
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
HC/CHR	Office of the United Nations High Commissioner for Human Rights/Centre for Human Rights
ICSC	Secretariat of the International Civil Service Commission
ICTR	International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre UNCTAD/World Trade Organization
LD	Limited duration
OCHA	Office for the Coordination of Humanitarian Affairs
OLA	Office of Legal Affairs
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development
UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change

UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNOV	United Nations Office at Vienna

TABLE 1. USE OF RETIREES BY TYPE OF ENGAGEMENT, 1996, 1997 AND BIENNIUM 1996-1997 [a]

Type of Engagement	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
Short-term appointment	113	179	213	7,740	12,890	20,630	1,615	2,806	4,421
"When actually employed" appointment	24	22	39	2,100	3,490	5,590	623	944	1,568
Fixed-term appointment	14	15	27	2,760	2,790	5,550	760	704	1,464
Special Service Agreement (SSA) for consultant	28	48	61	2,460	5,260	7,720	245	567	812
SSA for individual contractor	16	26	32	1,120	1,870	2,990	82	158	239
Limited duration appointment	2	0	2	310	0	310	77	-	77
TOTAL	197	290	**374**	**16,490**	**26,300**	**42,790**	**3,402**	**5,178**	**8,581**

[a] The total for the number of persons engaged for the biennium (374) is less than the sum of the totals for 1996 and 1997 (487) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (374) and the baseline of 328 retirees results from the fact that 46 persons had multiple engagements.

TABLE 2. USE OF RETIREES, BY CATEGORY OF ENGAGEMENT, 1996, 1997 AND BIENNIUM 1996-1997 [a]

Category of Engagement	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
Professional and Higher categories	116	153	196	10,060	14,400	24,460	2,637	3,732	6,369
Special Service Agreement (SSA)	43	72	90	3,580	7,130	10,710	326	725	1,051
Field Service and General Service category	28	50	59	2,200	3,960	6,160	220	454	675
Assistant and Under-Secretaries General	2	4	5	660	810	1,460	219	267	485
TOTAL	189	279	**350**	**16,490**	**25,490**	**42,790**	**3,402**	**5,178**	**8,581**

[a] The total for the number of persons engaged for the biennium (350) is less than the sum of the totals for 1996 and 1997 (468) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (350) and the baseline of 328 retirees results from the fact that 22 persons were engaged in more than one category.

TABLE 3. USE OF RETIREES, BY DEPARTMENT OR OFFICE, 1996, 1997 AND BIENNIUM 1996-1997 [a]

Department/Office	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
DM/OCSS	[illegible]	[illegible]	133	7,340	7,790	15,130	1,689	1,749	3,438
UNOG	[illegible]	[illegible]	66	550	4,310	4,860	30	953	983
DGAACS	[illegible]	[illegible]	34	0	2,220	2,220	-	521	521
ECLAC	[illegible]	[illegible]	32	1,770	1,700	3,470	252	212	464
EOSG	[illegible]	[illegible]	3	470	550	1,020	151	176	328
DPKO/FALD	[illegible]	[illegible]	5	860	180	1,040	230	66	297
DDSMS	[illegible]	[illegible]	3	380	430	810	118	121	239
ECE	[illegible]	[illegible]	5	460	410	870	131	91	222
DPI	[illegible]	[illegible]	8	510	590	1,100	97	100	196
UNOV	[illegible]	[illegible]	13	720	460	1,180	105	60	165
UNCTAD	[illegible]	[illegible]	9	270	830	1,100	44	120	164
ITC	[illegible]	[illegible]	4	30	630	660	4	144	149
OCHA	[illegible]	[illegible]	6	230	390	620	78	71	148
ESCAP	[illegible]	[illegible]	10	80	960	1,040	7	139	146
DM	[illegible]	[illegible]	10	470	1,620	2,090	16	128	144
DM/OPPBA	[illegible]	[illegible]	7	180	720	900	20	104	124
DM/OHRM	[illegible]	[illegible]	5	320	330	650	57	65	122
DPCSD	[illegible]	[illegible]	6	290	470	760	33	68	101
OLA	[illegible]	[illegible]	2	40	390	430	4	95	100
ICSC	[illegible]	[illegible]	1	200	0	200	66	-	66
UNEP	[illegible]	[illegible]	1	290	0	290	65	-	65
HC/CHR	[illegible]	[illegible]	2	210	50	260	47	13	60
ECA	[illegible]	[illegible]	3	200	20	220	51	5	56
ESCWA	[illegible]	[illegible]	2	190	290	480	16	31	47
UNJSPF	[illegible]	[illegible]	1	110	80	190	24	19	44
DESIPA	[illegible]	[illegible]	4	0	360	360	-	44	44
ICTR	[illegible]	[illegible]	2	90	210	300	23	6	29
UNFCCC	[illegible]	[illegible]	2	30	30	60	9	18	27
UNCHS	[illegible]	[illegible]	1	0	80	80	-	24	24
DPKO	[illegible]	[illegible]	1	0	180	180	-	22	22

Department/Office	Number of persons engaged			Total of days worked			Total fees or salaries ($000)		
	1996	1997	1996–1997	1996	1997	1996–1997	1996	1997	1996–1997
DESA	1	2	2	60	50	110	9	12	21
INSTRAW	1	0	1	50	0	50	13	-	13
DPA	1	0	1	100	0	100	11	-	11
TOTAL	189	304	385	**16,490**	**26,300**	**42,790**	**3,402**	**5,178**	**8,581**

[a] The total for the number of persons engaged for the biennium (385) is less than the sum of the totals for 1996 and 1997 (493) because retirees who were engaged in both years are only counted once in the total for the biennium. The difference between the total for the biennium (385) and the baseline of 328 retirees results from the engagement of 57 retirees by more than one department or office during the biennium.

TABLE 4. USE OF RETIREES, BY NATIONALITY AND GENDER, BIENNIUM 1996-1997

Nationality	*Number of persons engaged*	*Percent female*	*Total of days worked*	*Total fees or salaries ($000)*
United States of America	61	34%	8,630	1,492
France	44	68%	5,720	1,212
Egypt	24	29%	3,120	813
United Kingdom	30	37%	3,380	780
Argentina	12	25%	2,220	480
Chile	23	52%	2,750	382
China	11	36%	1,350	358
India	9	33%	1,490	324
Spain	18	17%	1,470	309
Iran	1	0%	650	218
Mexico	4	25%	790	203
Israel	3	67%	770	187
Switzerland	6	33%	660	159
Canada	5	60%	870	141
Colombia	6	50%	820	118
Iraq	1	0%	370	117
Iran (Islamic Republic of)	2	0%	340	99
Syrian Arab Republic	6	17%	400	94
Peru	4	25%	340	77
Guyana	1	0%	630	67
Jordan	2	0%	560	65
Ireland	5	40%	210	61
Germany	2	50%	340	61
Ecuador	1	0%	180	59
Indonesia	1	0%	180	49
Benin	1	0%	190	47
Sri Lanka	5	20%	470	45
Belgium	3	33%	220	45
Mauritius	1	0%	180	44
Jamaica	1	100%	150	41
Uruguay	3	33%	180	40
Ethiopia	2	0%	180	33
Chad	1	0%	130	33
Japan	1	0%	420	32
Czech Republic	1	0%	150	28
Denmark	1	0%	110	26
Russian Federation	2	50%	90	23
Thailand	2	50%	250	22
Hungary	1	0%	130	18
Sudan	2	0%	70	17
Philippines	2	50%	200	15
Republic of Korea	1	100%	90	15
Poland	2	100%	130	14
Cuba	1	0%	60	13
Algeria	1	0%	50	13
Cyprus	1	0%	360	12
Nepal	1	0%	100	12
Panama	1	0%	100	11
Greece	1	100%	60	11

Nationality	*Number of persons engaged*	*Percent female*	*Total of days worked*	*Total fees or salaries ($000)*
Stateless	1	0%	40	11
Netherlands	1	100%	50	9
New Zealand	1	0%	40	9
Australia	1	0%	10	7
Uganda	1	0%	210	6
Bolivia	1	0%	60	6
Sweden	1	0%	30	0
Turkey	1	100%	60	0
TOTAL	**328**	**38%**	**42,790**	**8,581**

TABLE 5. USE OF RETIREES, BY FUNCTION, BIENNIUM 1996-1997 [a]

	Function	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Language Related Services	Conference Clerk	1	80	13
	Documents Clerk	2	180	19
	Editor	15	1,990	323
	Editorial Assistant	4	290	27
	Editorial Clerk	15	2,090	178
	Information Officer	5	450	110
	Interpreter	30	2,940	829
	Language Reference	2	280	30
	Language Reference Clerk	2	160	18
	Meeting Services Assistant	2	130	16
	Meeting Services Clerk	1	50	8
	Other	3	100	18
	Press Officer	1	150	31
	Proofreader	3	170	17
	Reviser	90	9,280	2,559
	Terminologist	1	20	5
	Text Processing Clerk	3	140	23
	Translator	22	1,700	381
	Verbatim Reporter	14	2,150	510
	SUBTOTAL	**216**	**22,350**	**5,115**
Political, Economic, Social, Environmental, Humanitarian, Advisory and Technical Assistance Services	Adviser	11	2,190	319
	Assistant Secretary-General	1	180	67
	Economic Affairs Officer	1	60	15
	Economics, Development Planner	1	370	115
	Editor	1	30	6
	Energy Advisor	1	180	49
	Expert	3	300	77
	Humanitarian Affairs Officer	1	250	50
	Legal Advisor	1	120	11
	Legal Expert	1	50	6
	Legal Officer	1	30	16
	Other	26	2,580	281
	Political Affairs Officer	1	130	33
	Regional Advisor	1	90	25
	Research Officer	1	280	75
	Researcher	2	180	36
	Social Affairs Officer	1	20	3
	Special Advisor	3	1,020	328
	Special Representative	2	550	175
	SUBTOTAL	**60**	**8,610**	**1,687**

	Function	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Administrative Services	Accounting Assistant	4	540	60
	Accounting Clerk	2	170	19
	Administrative Clerk	1	60	11
	Administrative Officer	5	640	152
	Adviser	1	40	7
	Assembly and Binding Equipment Operator	3	380	45
	Budget Assistant	1	50	8
	Chief	1	20	4
	Clerk	6	780	44
	Clerk-Reader	2	190	21
	Clerk-Typist	1	20	2
	Deputy Director	1	180	57
	Distribution Assistant	1	10	1
	Documents Clerk	1	190	21
	Economic Affairs Officer	2	130	29
	Economist	1	180	48
	Examinations Assistant	2	210	7
	Finance Assistant	1	30	4
	Finance Officer	2	360	90
	Financial Advisor	2	730	24
	Financial Assistant	1	450	22
	Human Resources Officer	3	530	106
	Legal Adviser	1	180	54
	Nurse	2	120	16
	Officer-in-Charge	1	90	23
	Other	19	1,340	110
	Personnel Officer	2	240	62
	Printing Press Operator	3	370	44
	Programme Assistant	1	30	3
	Programme Officer	1	50	13
	Recruitment Officer	2	80	18
	Repairman	1	90	11
	Second Officer	1	180	37
	Secretary	12	760	107
	Security Officer	1	30	4
	Telephone Operator	1	100	11
	Travel Assistant	1	160	27
	SUBTOTAL	**76**	**9,710**	**1,370**
Other Services	Director	1	280	90
	Executive Director	1	80	24
	Other	27	1,780	345
	SUBTOTAL	**29**	**2,140**	**523**
	GRAND TOTAL	**381**	**42,790**	**8,581**

[a] *The total for the number of persons engaged for the biennium (381) differs from the baseline of 328 retirees because 53 persons were engaged for more than one function.*

TABLE 6. USE OF RETIREES, BY AGE GROUP, BIENNIUM 1996-1997 [a]

Age Group	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
55 to 60	3	70	14
60 to 65	192	23,700	4,895
65 to 70	99	12,630	2,585
70 to 75	39	3,940	715
75 to 80	10	880	165
Over 80	3	400	40
Age not available	7	1,160	166
TOTAL	**353**	**42,790**	**8,581**

[a] *The total for the number of persons engaged for the biennium (353) differs from the baseline of 328 retirees because 25 persons engaged moved from one age group to another during the biennium*

TABLE 7. USE OF RETIREES BY DEPARTMENT OR OFFICE AND BY ENGAGEMENT, 1996[a]

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: **DDSMS**		Number of engagements:	**3**	Number of retirees :	**2**	
Israel	M	01/07/1996	30/06/1997	Fixed-term	Economics, Dev. Planning	L-6
United States of America	M	01/05/1996	08/05/1996	Consultant	Reviser	$1,500
United States of America	M	25/11/1996	29/11/1996	Consultant	Editor	$1,500
Department/Office: **DESA**		Number of engagements:	**1**	Number of retirees :	**1**	
Spain	M	11/11/1996	31/01/1997	Consultant	Other	$9,000
Department/Office: **DM**		Number of engagements:	**7**	Number of retirees :	**4**	
Spain	M	15/03/1996	31/05/1996	Ind.Contractor	Other	$1,500
Spain	M	03/06/1996	19/07/1996	Ind.Contractor	Other	$577
Spain	M	03/06/1996	19/07/1996	Ind.Contractor	Other	$2,928
Spain	M	03/06/1996	19/07/1996	Ind.Contractor	Other	$4,675
United States of America	M	07/03/1996	07/07/1996	Consultant	Examinations assistant	$1,500
United States of America	M	15/03/1996	15/07/1996	Ind.Contractor	Other	$1,500
United States of America	F	01/10/1996	31/10/1996	Short-term	Secretary	G-4
Department/Office: **DM/OCSS**		Number of engagements:	**122**	Number of retirees :	**99**	
Argentina	M	02/03/1996	30/08/1996	Short-term	Reviser	R-3
Argentina	M	04/03/1996	03/05/1996	Short-term	Reviser	R-3
Argentina	F	01/04/1996	13/09/1996	When act.em	Interpreter	I-1
Argentina	M	29/05/1996	30/05/1996	Short-term	Interpreter	I-1
Argentina	F	15/09/1996	30/10/1996	Short-term	Reviser	R-3
Belgium	M	28/01/1996	08/04/1996	Short-term	Reviser	R-3
Belgium	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Canada	F	22/04/1996	21/07/1996	Short-term	Editorial Assistant	CTC
Canada	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Canada	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Chile	F	10/08/1996	30/10/1996	Short-term	Translator	R-3
China	F	06/05/1996	30/09/1996	Short-term	Reviser	R-3
China	F	08/08/1996	13/09/1996	When act.em	Verbatim Reporter	T-4
China	M	12/08/1996	30/10/1996	Short-term	Reviser	R-3
China	M	12/08/1996	30/10/1996	Short-term	Reviser	R-3
China	F	24/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-4
China	M	07/10/1996	30/10/1996	Short-term	Reviser	R-3
Colombia	M	26/02/1996	25/08/1996	When act.em	Interpreter	I-1
Colombia	M	23/09/1996	20/12/1996	Short-term	Clerk	G-4
Colombia	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Colombia	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Cuba	M	15/01/1996	14/02/1996	Short-term	Editor	T-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS**	Number of engagements: **122**		Number of retirees: **99**			
Cuba	M	01/05/1996	14/05/1996	Short-term	Editor	T-3
Cuba	M	30/09/1996	11/10/1996	Short-term	Editor	T-3
Egypt	M	29/01/1996	28/07/1996	When act em	Interpreter	I-1
Egypt	F	25/02/1996	22/03/1996	Short-term	Interpreter	I-1
Egypt	M	02/04/1996	10/05/1996	Short-term	Reviser	R-3
Egypt	F	31/05/1996	13/09/1996	Short-term	Verbatim Reporter	T-4
Egypt	F	01/06/1996	26/07/1996	Short-term	Reviser	R-3
Egypt	M	02/06/1996	26/07/1996	Short-term	Translator	T-4
Egypt	F	17/06/1996	13/08/1996	Short-term	Reviser	R-3
Egypt	M	26/07/1996	30/08/1996	When act em	Verbatim Reporter	R-3
Egypt	M	03/09/1996	25/10/1996	Short-term	Translator	T-4
Egypt	M	16/09/1996	30/10/1996	Short-term	Reviser	R-3
Egypt	M	17/09/1996	20/12/1996	Short-term	Reviser	R-3
Egypt	F	21/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
Egypt	M	23/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
Egypt	M	23/09/1996	31/12/1996	When act em	Interpreter	I-1
Egypt	M	07/10/1996	30/10/1996	Short-term	Reviser	R-3
Egypt	M	14/10/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
Egypt	F	14/10/1996	30/10/1996	Short-term	Translator	T-4
France	F	22/01/1996	21/07/1996	When act em	Interpreter	I-1
France	F	24/01/1996	08/03/1996	Short-term	Reviser	R-3
France	F	04/02/1996	19/04/1996	Short-term	Reviser	R-3
France	F	25/02/1996	03/05/1996	Short-term	Reviser	R-3
France	F	26/02/1996	25/08/1996	When act em	Interpreter	I-1
France	M	17/03/1996	17/05/1996	Short-term	Reviser	R-3
France	F	17/03/1996	28/06/1996	Short-term	Reviser	R-3
France	M	21/03/1996	26/04/1996	Short-term	Reviser	R-2
France	F	01/04/1996	07/06/1996	Short-term	Reviser	R-3
France	F	07/04/1996	14/06/1996	Short-term	Reviser	R-3
France	F	07/04/1996	14/06/1996	Short-term	Reviser	R-3
France	F	24/04/1996	23/07/1996	Short-term	Editorial Assistant	CTC
France	F	28/04/1996	05/07/1996	Short-term	Reviser	R-3
France	F	06/05/1996	21/06/1996	Short-term	Reviser	R-3
France	M	01/07/1996	30/08/1996	Short-term	Reviser	R-3
France	F	26/08/1996	30/10/1996	Short-term	Reviser	R-3
France	F	16/09/1996	30/10/1996	Short-term	Reviser	R-3
France	M	16/09/1996	15/11/1996	Short-term	Reviser	R-2
France	F	16/09/1996	30/10/1996	Short-term	Verbatim Reporter	R-2
France	M	29/09/1996	30/10/1996	Short-term	Reviser	R-3
France	F	29/09/1996	30/10/1996	Short-term	Reviser	R-3
France	F	29/09/1996	30/10/1996	Short-term	Reviser	R-3
France	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
France	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
France	F	01/10/1996	30/10/1996	Short-term	Reviser	R-3
France	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS**	Number of engagements: **122**		Number of retirees : **99**			
Israel	F	18/03/1996	13/09/1996	When act.em	Interpreter	I-1
Mexico	M	15/08/1996	30/10/1996	Short-term	Verbatim Reporter	R-3
Panama	M	17/09/1996	20/12/1996	Short-term	Assembly and Binding Equip	TC3
Peru	M	22/01/1996	02/02/1996	Short-term	Proofreader	P-3
Peru	F	03/08/1996	30/10/1996	Short-term	Reviser	R-3
Spain	M	12/02/1996	12/04/1996	When act.em	Interpreter	I-1
Spain	F	26/02/1996	25/08/1996	When act.em	Interpreter	I-1
Spain	M	24/03/1996	14/06/1996	Short-term	Reviser	R-3
Spain	M	03/09/1996	25/10/1996	Short-term	Meeting Services Clerk	G-7
Spain	M	15/09/1996	30/10/1996	Short-term	Reviser	R-3
Spain	M	22/09/1996	30/10/1996	Short-term	Reviser	R-3
Spain	F	29/09/1996	30/10/1996	Short-term	Reviser	R-1
Stateless	M	23/09/1996	30/10/1996	Short-term	Reviser	R-3
Sudan	M	16/07/1996	16/08/1996	Short-term	Translator	T-3
Syrian Arab Republic	M	24/01/1996	29/02/1996	Short-term	Reviser	R-3
Syrian Arab Republic	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
Syrian Arab Republic	M	25/11/1996	20/12/1996	Short-term	Translator	T-4
United Kingdom	F	25/01/1996	24/07/1996	When act.em	Verbatim Reporter	T-2
United Kingdom	M	21/02/1996	20/08/1996	When act.em	Interpreter	I-1
United Kingdom	F	28/05/1996	14/06/1996	Short-term	Reviser	R-3
United Kingdom	F	24/06/1996	26/07/1996	Short-term	Reviser	R-3
United Kingdom	F	31/08/1996	30/10/1996	Short-term	Editor	P-4
United Kingdom	F	24/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-2
United Kingdom	M	13/10/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	F	15/01/1996	14/07/1996	When act.em	Interpreter	I-1
United States of America	F	15/01/1996	14/07/1996	When act.em	Interpreter	I-1
United States of America	M	15/01/1996	14/07/1996	When act.em	Interpreter	I-1
United States of America	F	15/01/1996	14/02/1996	Short-term	Editor	T-3
United States of America	M	22/01/1996	21/07/1996	When act.em	Interpreter	I-1
United States of America	F	29/01/1996	28/07/1996	When act.em	Interpreter	I-1
United States of America	F	12/02/1996	26/04/1996	Short-term	Translator	T-4
United States of America	M	16/02/1996	15/08/1996	When act.em	Interpreter	I-1
United States of America	F	04/03/1996	26/04/1996	Short-term	Reviser	R-3
United States of America	M	08/03/1996	31/05/1996	When act.em	Reviser	R-3
United States of America	M	15/04/1996	30/06/1996	When act.em	Verbatim Reporter	R-3
United States of America	F	10/06/1996	19/07/1996	Short-term	Editor	R-3
United States of America	M	01/07/1996	30/09/1996	Short-term	Editorial Clerk	CTC
United States of America	F	08/07/1996	07/09/1996	Short-term	Editorial Clerk	G3C
United States of America	F	23/07/1996	22/10/1996	Short-term	Language Reference Asst.	G-6
United States of America	F	05/08/1996	30/10/1996	Short-term	Editor	T-3
United States of America	M	03/09/1996	13/09/1996	When act.em	Interpreter	I-1
United States of America	M	03/09/1996	02/03/1997	Fixed-term	Second Officer	P-3
United States of America	M	16/09/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	M	17/09/1996	20/12/1996	Short-term	Printing Press Operator	TC3
United States of America	M	17/09/1996	20/12/1996	Short-term	Assembly and Binding Equip.	TC3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **DM/OCSS** Number of engagements **122** Number of retirees **99**						
United States of America	M	22/09/1996	30/10/1996	Short-term	Verbatim Reporter	T-3
United States of America	F	30/09/1996	30/10/1996	Short-term	Translator	T-4
United States of America	M	30/09/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	F	30/09/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	M	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
United States of America	F	01/10/1996	20/12/1996	Short-term	Editorial Clerk	CTC
United States of America	F	14/10/1996	29/11/1996	Short-term	Interpreter	I-1
United States of America	M	14/10/1996	30/10/1996	Short-term	Reviser	R-3
United States of America	M	01/11/1996	29/11/1996	Short-term	Reviser	R-3
United States of America	F	03/12/1996	31/12/1996	When act em	Interpreter	I-1
Department/Office **DM/OHRM** Number of engagements **4** Number of retirees **4**						
Argentina	F	25/06/1996	24/09/1996	Short-term	Human Resources Officer	P-3
France	F	07/10/1996	06/12/1996	Short-term	Human Resources Officer	P-3
United Kingdom	F	15/07/1996	27/09/1996	Short-term	Human Resources Officer	P-2
United States of America	F	03/09/1996	30/11/1996	Short-term	Nurse	G-7
Department/Office **DM/OPPBA** Number of engagements **2** Number of retirees **2**						
Ethiopia	M	31/07/1996	30/10/1996	Short-term	Accounting Assistant	G-4
United Kingdom	M	24/07/1996	23/10/1996	Short-term	Accounting Assistant	G-4
Department/Office **DPA** Number of engagements **1** Number of retirees **1**						
Sri Lanka	M	23/09/1996	31/12/1996	Short-term	Meeting Services Assistant	G3C
Department/Office **DPCSD** Number of engagements **6** Number of retirees **4**						
India	M	01/05/1996	28/02/1997	Consultant	Other	$2,000
India	M	01/05/1996	28/02/1997	Consultant	Other	$4,000
India	M	01/05/1996	28/02/1997	Consultant	Other	$6,000
United States of America	F	18/01/1996	29/03/1996	Short-term	Editor	T-3
United States of America	F	10/04/1996	09/05/1996	Short-term	Programme Assistant	G-6
United States of America	F	03/09/1996	13/09/1996	Short-term	Secretary	G-4
Department/Office **DPI** Number of engagements **8** Number of retirees **7**						
Benin	M	17/09/1996	20/12/1996	Short-term	Information Officer	P-4
France	F	17/09/1996	23/12/1996	Short-term	Proofreader	G-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DPI**		Number of engagements: **8**		Number of retirees: **7**		
Italy	M	21/10/1996	20/12/1996	Short-term	Press Officer	P-3
United Kingdom	M	06/05/1996	17/05/1996	Short-term	Information Officer	P-4
United Kingdom	M	17/09/1996	20/12/1996	Short-term	Information Officer	P-4
United States of America	F	29/04/1996	17/05/1996	Short-term	Information Officer	P-4
United States of America	M	17/09/1996	23/12/1996	Short-term	Documents Clerk	G-4
United States of America	M	17/09/1996	18/10/1996	Short-term	Information Officer	P-4
Department/Office: **DPKO/FALD**		Number of engagements: **4**		Number of retirees: **4**		
Chad	M	19/10/1996	28/02/1997	LD	Political Affairs Officer	P-4
Colombia	M	21/10/1996	20/04/1997	Fixed-term	Finance Officer	P-4
India	F	01/05/1996	30/04/1997	Fixed-term	Special Representative	D-1
Mauritius	M	07/05/1996	31/10/1996	LD	Administrative Officer	P-4
Department/Office: **ECA**		Number of engagements: **3**		Number of retirees: **3**		
Egypt	F	06/02/1996	13/02/1996	When act em	Interpreter	I-1
Egypt	M	09/04/1996	15/05/1996	Short-term	Translator	P-4
Jamaica	F	31/01/1996	30/06/1996	Short-term	Personnel Officer	P-5
Department/Office: **ECE**		Number of engagements: **2**		Number of retirees: **2**		
United Kingdom	M	09/04/1996	08/01/1997	Fixed-term	Research Officer	L-5
United States of America	M	01/10/1996	31/03/1997	Fixed-term	Deputy Director	P-5
Department/Office: **ECLAC**		Number of engagements: **51**		Number of retirees: **22**		
Argentina	M	01/01/1996	19/04/1996	Consultant	Other	$13,000
Argentina	M	02/01/1996	29/02/1996	Ind Contractor	Clerk	$510
Argentina	M	15/01/1996	20/03/1996	Short-term	Economic Affairs Officer	P-4
Argentina	M	01/03/1996	30/04/1996	Ind Contractor	Clerk	$460
Argentina	M	02/05/1996	30/06/1996	Ind Contractor	Clerk	$532
Argentina	M	01/07/1996	31/08/1996	Ind Contractor	Clerk	$472
Argentina	M	28/08/1996	28/09/1996	Consultant	Other	$3,000
Argentina	M	01/09/1996	31/10/1996	Ind Contractor	Clerk	$445
Argentina	M	23/09/1996	30/11/1996	Consultant	Other	$2,500
Argentina	M	01/11/1996	31/12/1996	Ind Contractor	Clerk	$752
Argentina	M	16/12/1996	20/01/1997	Consultant	Other	$3,000
Chile	M	02/01/1996	30/06/1996	Consultant	Expert	$6,000
Chile	M	02/01/1996	29/02/1996	Consultant	Adviser	$4,000
Chile	F	01/02/1996	29/02/1996	Short-term	Editor	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ECLAC**		Number of engagements	**51**	Number of retirees	**22**	
Chile	F	20/02/1996	19/03/1996	Ind Contractor	Editor	$1,584
Chile	M	01/03/1996	31/03/1996	Ind Contractor	Researcher	$2,500
Chile	M	01/03/1996	31/03/1996	Consultant	Adviser	$3,000
Chile	M	25/03/1996	31/10/1996	Consultant	Adviser	$12,000
Chile	M	01/04/1996	31/05/1996	Consultant	Editor	$2,000
Chile	M	01/04/1996	30/06/1996	Consultant	Adviser	$3,000
Chile	F	16/05/1996	30/06/1996	Ind Contractor	Editor	$2,000
Chile	F	17/05/1996	16/06/1996	Ind Contractor	Other	$1,610
Chile	M	01/06/1996	10/12/1996	Ind Contractor	Researcher	$9,500
Chile	M	01/06/1996	31/08/1996	Consultant	Editor	$3,000
Chile	F	20/06/1996	19/07/1996	Ind Contractor	Other	$1,771
Chile	M	01/07/1996	31/12/1996	Consultant	Adviser	$6,000
Chile	M	01/07/1996	13/12/1996	Consultant	Adviser	$6,000
Chile	F	09/07/1996	25/07/1996	Ind Contractor	Editor	$1,200
Chile	M	23/07/1996	22/08/1996	Short-term	Translator	T-4
Chile	M	01/09/1996	30/11/1996	Consultant	Editor	$3,000
Chile	F	04/11/1996	21/11/1996	Short-term	Editor	R-3
Chile	F	04/11/1996	25/11/1996	Ind Contractor	Editor	$2,236
Chile	F	11/11/1996	10/01/1997	Ind Contractor	Other	$4,000
Chile	M	01/12/1996	20/02/1997	Consultant	Editor	$3,000
Chile	M	01/12/1996	28/02/1997	Consultant	Other	$3,000
Chile	M	23/12/1996	22/01/1997	Short-term	Translator	T-4
Mexico	M	05/01/1996	30/06/1996	Consultant	Adviser	$14,430
Mexico	M	01/07/1996	25/12/1996	Fixed-term	Economist	L-5
Mexico	M	01/10/1996	31/10/1996	Short-term	Finance Assistant	G-6
United Kingdom	M	01/01/1996	31/01/1996	Short-term	Editor	R-3
United Kingdom	M	05/03/1996	19/03/1996	Short-term	Editor	R-3
United Kingdom	M	25/11/1996	13/12/1996	Short-term	Editor	R-3
United States of America	F	07/02/1996	13/03/1996	Ind Contractor	Translator	$1,845
United States of America	F	15/04/1996	20/04/1996	Short-term	Reviser	R-3
United States of America	F	31/05/1996	17/06/1996	Ind Contractor	Translator	$317
United States of America	F	10/07/1996	09/08/1996	Ind Contractor	Translator	$2,041
United States of America	F	02/09/1996	09/09/1996	Ind Contractor	Translator	$916
United States of America	F	25/09/1996	30/09/1996	Ind Contractor	Translator	$923
United States of America	M	09/10/1996	31/12/1996	Consultant	Adviser	$4,000
United States of America	F	04/11/1996	12/11/1996	Ind Contractor	Translator	$991
Uruguay	F	01/07/1996	31/07/1996	Short-term	Information Officer	P-3
Department/Office: **EOSG**		Number of engagements	**1**	Number of retirees	**1**	
Iran (Islamic Republic of)	M	01/08/1996	14/11/1997	When act em	Special Advisor	USG

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ESCAP**	Number of engagements: **3**			Number of retirees: **3**		
Czech Republic	M	16/07/1996	15/09/1996	Consultant	Other	$3,000
New Zealand	M	05/10/1996	16/10/1996	Consultant	Other	$2,500
Sri Lanka	M	26/10/1996	03/11/1996	Consultant	Other	$1,000
Department/Office: **ESCWA**	Number of engagements: **4**			Number of retirees: **2**		
Australia	M	21/10/1996	23/10/1996	Consultant	Other	$2,092
Australia	M	21/10/1996	23/10/1996	Ind Contractor	Interpreter	$2,092
Jordan	M	08/04/1996	15/05/1996	Consultant	Other	$1,000
Jordan	M	20/05/1996	31/10/1996	Consultant	Other	$11,000
Department/Office: **HC/CHR**	Number of engagements: **1**			Number of retirees: **1**		
United Kingdom	M	01/10/1996	25/04/1997	Short-term	Administrative Officer	P-3
Department/Office: **ICSC**	Number of engagements: **2**			Number of retirees: **1**		
United States of America	M	01/04/1996	30/09/1996	Consultant	Other	$11,550
United States of America	M	02/12/1996	01/06/1997	Fixed-term	Legal Adviser	VCH
Department/Office: **ICTR**	Number of engagements: **1**			Number of retirees: **1**		
Ethiopia	M	30/10/1996	29/01/1997	Fixed-term	Officer-in-Charge	D-1
Department/Office: **INSTRAW**	Number of engagements: **1**			Number of retirees: **1**		
India	F	07/07/1996	21/08/1996	Short-term	Programme Officer	P-5
Department/Office: **ITC**	Number of engagements: **1**			Number of retirees: **1**		
France	F	14/10/1996	08/11/1996	Short-term	Budget Assistant	G-6
Department/Office: **OCHA**	Number of engagements: **3**			Number of retirees: **3**		
France	F	09/12/1996	20/12/1996	Ind Contractor	Other	$2,772
India	M	14/08/1996	13/09/1996	Short-term	Administrative Officer	P-4
Italy	M	17/08/1996	16/02/1997	Fixed-term	Assistant Secretary-General	ASG

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **OLA**		Number of engagements	**1**	Number of retirees	**1**	
France	F	22/10/1996	30/11/1996	Short-term	Secretary	G3C
Department/Office **UNCTAD**		Number of engagements	**4**	Number of retirees	**2**	
Israel	F	02/01/1996	31/05/1996	Consultant	Other	$21,200
Israel	F	01/06/1996	30/06/1996	Consultant	Other	$4,300
Israel	F	02/12/1996	31/01/1997	Consultant	Other	$8,800
United States of America	M	15/05/1996	15/06/1996	Consultant	Other	$10,000
Department/Office **UNEP**		Number of engagements	**1**	Number of retirees	**1**	
Switzerland	M	18/03/1996	31/12/1996	Fixed-term	Adviser	P-5
Department/Office **UNFCCC**		Number of engagements	**2**	Number of retirees	**1**	
United Kingdom	M	07/10/1996	01/11/1996	Ind Contractor	Other	$7,000
United Kingdom	M	04/11/1996	08/11/1996	Ind Contractor	Other	$1,750
Department/Office **UNJSPF**		Number of engagements	**1**	Number of retirees	**1**	
United States of America	M	15/01/1996	30/04/1996	When act em	Administrative Officer	P-4
Department/Office **UNOG**		Number of engagements	**6**	Number of retirees	**5**	
France	M	02/01/1996	30/06/1996	Consultant	Financial Advisor	$6,000
France	M	01/07/1996	31/12/1996	Consultant	Financial Advisor	$6,000
Ireland	F	16/09/1996	19/09/1996	Fixed-term	Secretary	G-4
United Kingdom	F	15/01/1996	14/03/1996	Ind Contractor	Other	$10,000
United Kingdom	M	28/05/1996	31/05/1996	Ind Contractor	Other	$900
United States of America	M	04/03/1996	30/06/1996	Ind Contractor	Other	$6,000
Department/Office **UNOV**		Number of engagements	**12**	Number of retirees	**9**	
Argentina	F	03/10/1996	31/12/1996	Fixed-term	Personnel Officer	P-4
China	M	26/08/1996	28/02/1997	Fixed-term	Translator	P-4
Japan	M	02/01/1996	01/03/1996	Consultant	Other	$4,000
Japan	M	01/09/1996	28/02/1997	Consultant	Other	$12,000
Sri Lanka	F	06/11/1996	14/12/1996	Consultant	Other	$10,200
Turkey	F	04/11/1996	28/02/1997	Consultant	Other	$0

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office UNOV		Number of engagements	12	Number of retirees	9	
United Kingdom	M	29/07/1996	02/08/1996	Consultant	Other	$1,300
United Kingdom	M	16/09/1996	17/09/1996	Consultant	Other	$520
United Kingdom	F	04/11/1996	20/12/1996	Ind Contractor	Editor	$3,500
United Kingdom	M	18/12/1996	21/12/1996	Consultant	Other	$780
United States of America	M	02/01/1996	29/02/1996	Consultant	Other	$5,000
United States of America	M	14/11/1996	29/11/1996	Consultant	Other	$3,000

Total number of engagements 1996 **258** Total number of retirees 1996 **189**

[a] *The baseline number of persons engaged for the biennium (328) is less that the sum of the totals for 1996 and 1997 (493) because retirees who were engaged in both years are only counted once in the total for the biennium.*

TABLE 8. USE OF RETIREES BY DEPARTMENT OR OFFICE AND BY ENGAGEMENT, 1997[a]

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DDSMS**	Number of engagements: **3**		Number of retirees: **2**			
Argentina	M	17/05/1997	16/05/1998	Fixed-term	Adviser	L-7
United States of America	M	01/03/1997	31/03/1997	Consultant	Editor	$4,000
United States of America	M	01/03/1997	31/03/1997	Consultant	Other	$2,000
Department/Office: **DESA**	Number of engagements: **3**		Number of retirees: **2**			
Chile	M	11/06/1997	12/07/1997	Consultant	Adviser	$7,500
Spain	M	10/02/1997	21/02/1997	Consultant	Other	$3,000
Spain	M	01/04/1997	05/04/1997	Consultant	Other	$1,500
Department/Office: **DESIPA**	Number of engagements: **4**		Number of retirees: **4**			
United States of America	F	03/03/1997	16/04/1997	Consultant	Editor	$4,797
United States of America	F	17/03/1997	14/08/1997	Fixed-term	Secretary	G-4
United States of America	M	30/06/1997	31/10/1997	Fixed-term	Secretary	G-3
United States of America	F	08/12/1997	05/01/1998	Consultant	Editor	$3,866
Department/Office: **DGAACS**	Number of engagements: **34**		Number of retirees: **34**			
Algeria	M	06/11/1997	05/12/1997	Short-term	Reviser	R-3
Argentina	M	25/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
Argentina	M	06/10/1997	19/12/1997	Short-term	Reviser	R-3
Argentina	M	09/10/1997	19/12/1997	Short-term	Translator	R-3
Canada	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Chile	F	09/10/1997	19/12/1997	Short-term	Reviser	R-3
China	M	03/11/1997	31/12/1997	Short-term	Reviser	R-3
Egypt	F	10/01/1997	12/09/1997	When act emp	Verbatim Reporter	T-4
Egypt	M	29/09/1997	24/12/1997	Short-term	Verbatim Reporter	T-3
Egypt	M	29/09/1997	19/12/1997	Short-term	Reviser	R-3
Egypt	M	01/10/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
Egypt	M	21/10/1997	28/11/1997	Short-term	Reviser	R-3
Egypt	M	03/11/1997	05/12/1997	Short-term	Reviser	R-3
France	M	18/02/1997	05/12/1997	When act emp	Interpreter	I-1
France	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
France	F	03/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	03/10/1997	05/12/1997	Short-term	Reviser	R-3
France	F	10/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	17/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	17/10/1997	19/12/1997	Short-term	Reviser	R-3
France	F	19/10/1997	12/12/1997	Short-term	Reviser	R-3
Peru	F	02/11/1997	31/12/1997	Short-term	Reviser	R-3
Russian Federation	F	01/12/1997	19/12/1997	Short-term	Clerk	G4A

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **DGAACS**		Number of engagements **34**		Number of retirees **34**		
Spain	F	22/09/1997	31/12/1997	Short-term	Language Reference Clerk	G-6
Syrian Arab Republic	M	15/09/1997	12/12/1997	Short-term	Reviser	R-3
Syrian Arab Republic	M	21/11/1997	31/12/1997	Short-term	Reviser	R-3
United Kingdom	M	10/10/1997	12/12/1997	Short-term	Reviser	R-3
United States of America	M	23/09/1997	10/10/1997	Short-term	Reviser	R-3
United States of America	F	25/09/1997	10/10/1997	Ind Contractor	Other	$5,000
United States of America	M	01/10/1997	10/12/1997	Short-term	Editorial Clerk	CTC
United States of America	M	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
United States of America	M	06/10/1997	31/10/1997	Short-term	Reviser	R-3
United States of America	F	03/11/1997	19/12/1997	Short-term	Editor	R-3
United States of America	F	01/12/1997	31/12/1997	Short-term	Language Reference Asst	G-6
Department/Office **DM**		Number of engagements **16**		Number of retirees **9**		
Chile	F	01/09/1997	07/04/1998	Consultant	Other	$16,500
Chile	F	01/09/1997	07/04/1998	Consultant	Other	$20,927
France	F	20/10/1997	30/11/1997	Consultant	Other	$3,500
Guyana	M	18/02/1997	19/05/1997	Consultant	Financial Assistant	$2,500
Guyana	M	18/02/1997	19/05/1997	Consultant	Financial Assistant	$5,000
Guyana	M	02/06/1997	14/07/1997	Ind Contractor	Financial Assistant	$2,070
Guyana	M	02/06/1997	14/07/1997	Ind Contractor	Financial Assistant	$4,830
Spain	M	01/04/1997	31/05/1997	Consultant	Other	$1,500
Thailand	M	22/09/1997	31/12/1997	Consultant	Other	$11,970
United States of America	M	18/02/1997	30/06/1997	Ind Contractor	Adviser	$2,500
United States of America	M	18/02/1997	30/06/1997	Ind Contractor	Adviser	$5,000
United States of America	M	18/02/1997	17/04/1997	Consultant	Examinations assistant	$2,000
United States of America	F	19/03/1997	16/04/1997	Short-term	Secretary	G-4
United States of America	M	01/07/1997	17/08/1997	Ind Contractor	Adviser	$6,900
United States of America	F	01/10/1997	31/10/1997	Short-term	Secretary	G4A
United States of America	M	07/10/1997	07/01/1998	When act emp	Secretary	P-4
Department/Office **DM/OCSS**		Number of engagements **110**		Number of retirees **95**		
Algeria	M	25/06/1997	11/07/1997	Short-term	Reviser	R-3
Argentina	M	10/04/1997	03/07/1997	Short-term	Reviser	R-3
Argentina	M	28/04/1997	18/07/1997	Short-term	Reviser	R-3
Belgium	M	22/08/1997	31/10/1997	Short-term	Reviser	R-2
Canada	F	15/09/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Chile	F	06/03/1997	13/06/1997	Short-term	Reviser	R-3
China	F	05/03/1997	04/09/1997	When act emp	Verbatim Reporter	T-4
China	F	17/03/1997	27/03/1997	Short-term	Interpreter	I-1
China	F	19/05/1997	18/07/1997	Short-term	Translator	R-3
China	M	09/06/1997	18/07/1997	Short-term	Reviser	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office **DM/OCSS**	Number of engagements **110**			Number of retirees **95**		
China	M	09/06/1997	18/07/1997	Short-term	Reviser	R-3
China	M	18/08/1997	28/11/1997	Short-term	Reviser	R-3
China	M	18/08/1997	30/09/1997	Short-term	Reviser	R-3
China	M	02/09/1997	28/11/1997	Short-term	Reviser	R-3
Colombia	M	16/09/1997	19/12/1997	Short-term	Clerk	G-4
Colombia	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Colombia	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Colombia	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
Egypt	M	10/01/1997	09/07/1997	When act emp	Verbatim Reporter	T-3
Egypt	M	03/03/1997	31/12/1997	When act emp	Interpreter	I-1
Egypt	M	15/04/1997	30/05/1997	Short-term	Reviser	R-3
Egypt	M	01/05/1997	31/07/1997	Short-term	Translator	T-4
Egypt	F	02/05/1997	07/05/1997	Short-term	Interpreter	I-1
Egypt	M	05/05/1997	30/05/1997	Short-term	Reviser	R-3
Egypt	M	23/06/1997	08/08/1997	Short-term	Translator	T-4
Egypt	F	02/07/1997	29/08/1997	Short-term	Reviser	R-3
Egypt	M	14/07/1997	13/09/1997	Short-term	Translator	T-4
Egypt	M	14/07/1997	31/12/1997	When act emp	Interpreter	I-1
Egypt	F	14/07/1997	13/08/1997	Short-term	Reviser	R-3
Egypt	F	01/09/1997	05/09/1997	Short-term	Interpreter	I-1
Egypt	F	21/09/1997	24/12/1997	Short-term	Verbatim Reporter	T-3
Egypt	M	22/09/1997	14/11/1997	Short-term	Verbatim Reporter	R-3
France	F	22/01/1997	14/03/1997	Short-term	Reviser	R-3
France	F	27/01/1997	27/03/1997	Short-term	Reviser	R-3
France	F	03/02/1997	21/03/1997	Short-term	Reviser	R-3
France	F	09/02/1997	04/04/1997	Short-term	Reviser	R-3
France	F	21/03/1997	27/06/1997	Short-term	Reviser	R-3
France	F	01/04/1997	30/06/1997	Short-term	Editorial Clerk	CTC
France	M	06/04/1997	30/05/1997	Short-term	Reviser	R-3
France	F	09/05/1997	11/07/1997	Short-term	Reviser	R-3
France	F	09/05/1997	11/07/1997	Short-term	Reviser	R-3
France	F	01/06/1997	31/07/1997	Short-term	Reviser	R-2
France	F	10/06/1997	08/08/1997	Short-term	Reviser	R-3
France	M	15/06/1997	26/06/1997	Short-term	Interpreter	I-1
France	M	19/06/1997	03/07/1997	Short-term	Reviser	R-2
France	F	30/06/1997	31/12/1997	When act emp	Reviser	R-3
France	F	22/08/1997	24/10/1997	Short-term	Reviser	R-3
France	F	25/08/1997	24/10/1997	Short-term	Reviser	R-3
France	M	25/08/1997	31/10/1997	Short-term	Reviser	R-2
France	M	19/09/1997	21/11/1997	Short-term	Reviser	R-3
France	M	22/09/1997	31/12/1997	Short-term	Verbatim Reporter	T-3
France	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
France	F	01/10/1997	19/12/1997	Short-term	Editorial Clerk	CTC
India	M	16/09/1997	19/12/1997	Short-term	Documents Clerk	G-3
Jordan	M	04/08/1997	31/10/1997	Short-term	Reviser	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS**	Number of engagements: **110**		Number of retirees: **95**			
Mexico	M	05/03/1997	04/09/1997	When act.emp	Reviser	R-3
Mexico	F	08/08/1997	31/10/1997	Short-term	Reviser	R-3
Mexico	M	29/09/1997	19/12/1997	Short-term	Reviser	R-3
Peru	M	16/09/1997	19/12/1997	Short-term	Printing Press Operator	TC2
Philippines	F	15/09/1997	19/12/1997	Short-term	Editorial Assistant	G-5
Spain	M	18/06/1997	27/06/1997	Short-term	Other	G-7
Spain	M	15/09/1997	17/10/1997	Short-term	Meeting Services Assistant	G-7
Spain	M	19/09/1997	12/12/1997	Short-term	Reviser	R-3
Spain	M	19/09/1997	12/12/1997	Short-term	Reviser	R-3
Spain	M	19/09/1997	12/12/1997	Short-term	Reviser	R-3
Sudan	M	24/06/1997	27/06/1997	Short-term	Translator	T-3
Switzerland	M	14/04/1997	31/08/1997	When act.emp	Interpreter	I-1
Syrian Arab Republic	M	24/06/1997	27/06/1997	Short-term	Translator	T-4
Syrian Arab Republic	M	08/09/1997	05/12/1997	Short-term	Reviser	R-3
Thailand	M	18/08/1997	17/09/1997	Short-term	Security Officer	S-3
United Kingdom	F	10/01/1997	09/07/1997	When act.emp	Reviser	R-3
United Kingdom	M	24/03/1997	18/04/1997	Short-term	Reviser	R-3
United Kingdom	M	06/07/1997	15/08/1997	Short-term	Reviser	R-3
United Kingdom	M	21/07/1997	15/08/1997	Short-term	Reviser	R-3
United Kingdom	F	22/09/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	M	22/09/1997	19/12/1997	Short-term	Reviser	R-3
United Kingdom	F	23/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-2
United Kingdom	M	29/09/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	F	29/09/1997	05/12/1997	Short-term	Reviser	R-3
United States of America	F	13/01/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	M	05/02/1997	04/03/1997	Short-term	Reviser	R-3
United States of America	F	24/02/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	M	24/02/1997	16/05/1997	Short-term	Editorial Clerk	CTC
United States of America	M	17/03/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	F	24/03/1997	11/04/1997	Short-term	Translator	T-4
United States of America	M	02/04/1997	01/06/1997	Short-term	Language Reference Clerk	G-4
United States of America	M	14/04/1997	30/05/1997	Short-term	Reviser	R-3
United States of America	M	16/04/1997	30/05/1997	Short-term	Reviser	R-3
United States of America	F	27/05/1997	31/07/1997	Short-term	Editor	R-3
United States of America	M	16/06/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	F	30/06/1997	29/09/1997	Short-term	Language Reference Asst.	G-6
United States of America	F	02/07/1997	31/08/1997	Short-term	Language Reference Asst.	G-6
United States of America	M	30/07/1997	31/12/1997	When act.emp	Interpreter	I-1
United States of America	M	30/07/1997	06/08/1997	Short-term	Editorial Assistant	CTC
United States of America	F	01/08/1997	18/08/1997	Short-term	Editor	R-3
United States of America	F	05/08/1997	04/10/1997	Short-term	Editorial Clerk	G4A
United States of America	F	11/08/1997	19/12/1997	Short-term	Editor	T-3
United States of America	F	02/09/1997	31/10/1997	Short-term	Clerk	G3C
United States of America	M	08/09/1997	07/11/1997	Short-term	Reviser	R-3
United States of America	F	15/09/1997	19/12/1997	Short-term	Telephone Operator	G-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **DM/OCSS** Number of engagements: **110** Number of retirees: **95**						
United States of America	M	16/09/1997	19/12/1997	Short-term	Printing Press Operator	TC3
United States of America	M	16/09/1997	19/12/1997	Short-term	Assembly and Binding Equipm	TC3
United States of America	M	16/09/1997	19/12/1997	Short-term	Assembly and Binding Equipm	TC3
United States of America	M	22/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
United States of America	M	22/09/1997	19/12/1997	Short-term	Printing Press Operator	TC3
United States of America	M	29/09/1997	19/12/1997	Short-term	Documents Clerk	G-4
United States of America	F	29/09/1997	05/12/1997	Short-term	Translator	T-4
United States of America	F	29/09/1997	05/12/1997	Short-term	Reviser	R-3
United States of America	M	01/12/1997	28/02/1998	Short-term	Repairman	TC3
Uruguay	M	19/09/1997	19/12/1997	Short-term	Verbatim Reporter	T-3
Department/Office: **DM/OHRM** Number of engagements: **4** Number of retirees: **3**						
Argentina	F	07/07/1997	30/09/1997	Short-term	Human Resources Officer	P-3
France	F	12/03/1997	11/04/1997	Short-term	Examinations Assistant	G-6
France	F	01/04/1997	30/04/1997	Short-term	Human Resources Officer	P-3
France	F	19/05/1997	18/11/1997	Fixed-term	Human Resources Officer	P-3
Department/Office: **DM/OPPBA** Number of engagements: **6** Number of retirees: **6**						
Guyana	M	17/11/1997	16/05/1998	Fixed-term	Finance Officer	P-4
India	M	08/07/1997	07/10/1997	Short-term	Accounting Assistant	G-5
United Kingdom	M	06/01/1997	03/07/1997	Fixed-term	Accounting Assistant	G-4
United Kingdom	F	07/04/1997	30/06/1997	Short-term	Accounting Clerk	G-4
United States of America	F	18/02/1997	17/05/1997	Short-term	Accounting Clerk	G4A
United States of America	M	25/02/1997	24/05/1997	Short-term	Accounting Assistant	G-5
Department/Office: **DPCSD** Number of engagements: **8** Number of retirees: **5**						
France	F	15/09/1997	19/09/1997	Consultant	Other	$712
India	M	24/03/1997	23/05/1997	Short-term	Economic Affairs Officer	P-4
United States of America	F	10/03/1997	29/07/1997	Consultant	Editor	$9,057
United States of America	F	10/03/1997	29/07/1997	Consultant	Editor	$9,058
United States of America	M	10/03/1997	09/04/1997	Consultant	Other	$8,580
United States of America	F	04/04/1997	15/05/1997	Consultant	Other	$5,000
United States of America	M	10/04/1997	30/04/1997	Consultant	Other	$6,435
United States of America	M	08/12/1997	29/12/1997	Consultant	Other	$4,985
Department/Office: **DPI** Number of engagements: **12** Number of retirees: **6**						
Benin	M	16/09/1997	19/12/1997	Short-term	Information Officer	P-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: **DPI**		Number of engagements: **12**		Number of retirees: **6**		
France	F	14/04/1997	02/05/1997	Short-term	Clerk-Typist	G-4
France	F	16/09/1997	19/12/1997	Short-term	Clerk-Reader	G-4
Germany	F	16/09/1997	19/12/1997	Short-term	Clerk-Reader	G3C
Italy	M	18/02/1997	19/02/1997	Ind.Contractor	Other	$775
Italy	M	22/04/1997	23/04/1997	Ind.Contractor	Other	$455
Italy	M	23/09/1997	19/12/1997	Short-term	Press Officer	P-3
United Kingdom	M	23/06/1997	27/06/1997	Short-term	Information Officer	P-4
United Kingdom	M	11/08/1997	29/08/1997	Short-term	Other	P-4
United Kingdom	M	13/10/1997	19/12/1997	Short-term	Information Officer	P-4
United States of America	M	23/06/1997	27/06/1997	Consultant	Distribution assistant	$687
United States of America	M	16/09/1997	19/12/1997	Short-term	Documents Clerk	G-4
Department/Office: **DPKO**		Number of engagements: **2**		Number of retirees: **1**		
Sri Lanka	M	01/02/1997	31/03/1997	Consultant	Legal advisor	$5,620
Sri Lanka	M	01/06/1997	30/06/1997	Consultant	Other	$5,290
Department/Office: **DPKO/FALD**		Number of engagements: **1**		Number of retirees: **1**		
Iran (Islamic Republic of)	M	15/11/1997	14/05/1998	Fixed-term	Special Representative	ASG
Department/Office: **ECA**		Number of engagements: **1**		Number of retirees: **1**		
Egypt	M	18/04/1997	08/05/1997	Short-term	Interpreter	T-4
Department/Office: **ECE**		Number of engagements: **8**		Number of retirees: **4**		
France	F	06/01/1997	30/03/1997	Consultant	Other	$10,000
France	F	22/07/1997	05/08/1997	Consultant	Other	$2,000
France	F	02/12/1997	31/12/1997	Short-term	Secretary	G-5
United Kingdom	M	03/02/1997	14/03/1997	Consultant	Other	$9,750
United Kingdom	M	24/03/1997	18/04/1997	Consultant	Other	$6,500
United Kingdom	M	14/04/1997	22/04/1997	Consultant	Other	$1,000
United Kingdom	M	28/04/1997	21/05/1997	Consultant	Other	$6,936
United Kingdom	M	01/08/1997	31/01/1998	Fixed-term	Expert	L-5
Department/Office: **ECLAC**		Number of engagements: **72**		Number of retirees: **23**		
Argentina	M	02/01/1997	28/02/1997	Ind.Contractor	Clerk	$507
Argentina	M	03/03/1997	30/04/1997	Ind.Contractor	Clerk	$477

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ECLAC**	Number of engagements: **72**		Number of retirees: **23**			
Argentina	M	03/03/1997	02/08/1997	Consultant	Other	$5,000
Argentina	M	02/05/1997	30/06/1997	Ind.Contractor	Clerk	$458
Argentina	M	01/07/1997	30/09/1997	Ind.Contractor	Clerk	$740
Argentina	M	01/10/1997	30/10/1997	Ind.Contractor	Clerk	$271
Argentina	M	17/11/1997	31/12/1997	Ind.Contractor	Clerk	$481
Chile	M	02/01/1997	30/06/1997	Consultant	Adviser	$6,000
Chile	M	02/01/1997	31/01/1997	Consultant	Adviser	$2,000
Chile	F	13/01/1997	20/01/1997	Ind.Contractor	Translator	$723
Chile	F	17/01/1997	28/01/1997	Ind.Contractor	Translator	$1,123
Chile	F	23/01/1997	05/02/1997	Ind.Contractor	Editor	$686
Chile	F	03/02/1997	05/02/1997	Ind.Contractor	Translator	$206
Chile	F	03/02/1997	04/03/1997	Ind.Contractor	Nurse	$1,047
Chile	M	03/02/1997	28/02/1997	Ind.Contractor	Clerk	$2,095
Chile	F	01/03/1997	31/03/1997	Short-term	Editor	R-3
Chile	M	03/03/1997	30/05/1997	Consultant	Editor	$3,000
Chile	F	03/03/1997	21/03/1997	Ind.Contractor	Proofreader	$1,200
Chile	M	01/04/1997	31/05/1997	Ind.Contractor	Researcher	$2,500
Chile	M	01/04/1997	31/05/1997	Consultant	Adviser	$4,000
Chile	F	03/04/1997	05/05/1997	Ind.Contractor	Editor	$863
Chile	M	15/04/1997	14/08/1997	Consultant	Adviser	$5,000
Chile	M	15/04/1997	31/12/1997	Consultant	Adviser	$5,000
Chile	M	23/04/1997	10/05/1997	Ind.Contractor	Clerk	$1,272
Chile	M	28/04/1997	03/06/1997	Ind.Contractor	Translator	$2,562
Chile	F	07/05/1997	19/05/1997	Ind.Contractor	Editor	$951
Chile	F	26/05/1997	30/05/1997	Ind.Contractor	Editor	$440
Chile	F	26/05/1997	30/05/1997	Ind.Contractor	Translator	$600
Chile	M	28/05/1997	30/05/1997	Ind.Contractor	Translator	$523
Chile	M	01/06/1997	31/08/1997	Consultant	Editor	$3,000
Chile	M	02/06/1997	31/07/1997	Ind.Contractor	Researcher	$2,500
Chile	M	02/06/1997	31/07/1997	Consultant	Adviser	$2,000
Chile	M	06/06/1997	13/06/1997	Ind.Contractor	Translator	$752
Chile	F	11/06/1997	13/06/1997	Ind.Contractor	Translator	$270
Chile	M	16/06/1997	23/06/1997	Ind.Contractor	Translator	$2,625
Chile	M	01/07/1997	31/12/1997	Consultant	Adviser	$6,000
Chile	F	01/07/1997	09/07/1997	Ind.Contractor	Translator	$388
Chile	F	07/07/1997	25/07/1997	Ind.Contractor	Proofreader	$1,200
Chile	F	14/07/1997	20/10/1997	Ind.Contractor	Translator	$540
Chile	F	17/07/1997	25/08/1997	Short-term	Editor	P-4
Chile	F	17/07/1997	28/07/1997	Ind.Contractor	Translator	$952
Chile	M	01/08/1997	15/12/1997	Ind.Contractor	Researcher	$7,000
Chile	F	01/08/1997	31/12/1997	Ind.Contractor	Researcher	$11,899
Chile	M	01/08/1997	15/12/1997	Consultant	Other	$4,000
Chile	M	04/08/1997	11/08/1997	Ind.Contractor	Translator	$1,440
Chile	F	08/08/1997	20/08/1997	Ind.Contractor	Translator	$713
Chile	M	21/08/1997	28/08/1997	Ind.Contractor	Translator	$583

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: **ECLAC**		Number of engagements: **72**		Number of retirees: **23**		
Chile	M	01/09/1997	31/12/1997	Consultant	Editor	$4,000
Chile	M	01/09/1997	30/09/1997	Short-term	Translator	P-4
Chile	M	04/09/1997	30/11/1997	Consultant	Adviser	$4,000
Chile	F	04/09/1997	26/09/1997	Ind.Contractor	Nurse	$994
Chile	F	10/10/1997	17/10/1997	Ind.Contractor	Editor	$578
Chile	M	10/10/1997	22/10/1997	Ind.Contractor	Translator	$1,276
Chile	F	21/10/1997	21/10/1997	Ind.Contractor	Nurse	$116
Chile	M	21/10/1997	30/10/1997	Ind.Contractor	Translator	$1,373
Chile	F	03/11/1997	17/11/1997	Ind.Contractor	Editor	$715
Chile	F	07/11/1997	25/11/1997	Ind.Contractor	Proofreader	$1,500
Chile	M	22/11/1997	13/12/1997	Ind.Contractor	Other	$1,480
Chile	M	01/12/1997	10/12/1997	Ind.Contractor	Translator	$1,310
Chile	F	09/12/1997	12/12/1997	Ind.Contractor	Nurse	$458
Chile	F	15/12/1997	17/12/1997	Ind.Contractor	Nurse	$344
Chile	F	16/12/1997	30/12/1997	Ind.Contractor	Translator	$2,974
Mexico	M	03/03/1997	30/06/1997	Consultant	Adviser	$18,160
United Kingdom	M	23/01/1997	28/02/1997	Short-term	Editor	R-3
United Kingdom	M	19/05/1997	18/06/1997	Short-term	Editor	P-4
United Kingdom	M	12/11/1997	31/12/1997	Ind.Contractor	Translator	$11,313
United States of America	F	18/02/1997	31/03/1997	Ind.Contractor	Translator	$2,281
United States of America	F	25/08/1997	02/09/1997	Ind.Contractor	Translator	$1,725
United States of America	F	06/10/1997	10/10/1997	Ind.Contractor	Translator	$1,378
United States of America	M	15/10/1997	18/10/1997	Ind.Contractor	Translator	$339
United States of America	F	21/10/1997	17/11/1997	Ind.Contractor	Translator	$4,947
Uruguay	M	01/01/1997	28/02/1997	Short-term	Economic Affairs Officer	P-4
Department/Office: **EOSG**		Number of engagements: **2**		Number of retirees: **2**		
Ecuador	M	28/04/1997	27/10/1997	When act.emp	Special Advisor	USG
Iraq	M	01/03/1997	28/02/1998	When act.emp	Special Advisor	USG
Department/Office: **ESCAP**		Number of engagements: **15**		Number of retirees: **9**		
Czech Republic	M	01/10/1997	31/12/1997	Fixed-term	Regional Advisor	L-5
Indonesia	M	01/09/1997	28/02/1998	Fixed-term	Energy	L-5
Nepal	M	08/01/1997	28/02/1997	Consultant	Legal Expert	$6,000
Nepal	M	29/09/1997	18/11/1997	Consultant	Other	$6,000
New Zealand	M	05/03/1997	04/04/1997	Consultant	Other	$6,000
Republic of Korea	M	01/11/1997	31/10/1998	Consultant	Other	$12,000
Republic of Korea	F	26/12/1997	15/01/1998	Consultant	Social affairs officer	$3,000
Switzerland	M	25/11/1997	25/11/1997	Short-term	Interpreter	I-1
Switzerland	M	01/12/1997	04/12/1997	Short-term	Interpreter	I-1
Switzerland	M	19/12/1997	19/12/1997	Short-term	Interpreter	I-1

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: **ESCAP**	Number of engagements: **15**		Number of retirees: **9**			
Thailand	F	02/01/1997	28/02/1997	Consultant	Other	$3,000
Thailand	F	01/04/1997	31/05/1997	Consultant	Other	$3,000
United Kingdom	F	17/02/1997	18/04/1997	Consultant	Editor	$11,284
United Kingdom	F	23/04/1997	30/05/1997	Consultant	Editor	$5,642
United Kingdom	F	30/06/1997	31/10/1997	Consultant	Editor	$8,000
Department/Office: **ESCWA**	Number of engagements: **4**		Number of retirees: **2**			
Australia	M	24/02/1997	26/02/1997	Consultant	Other	$1,644
Australia	M	24/02/1997	26/02/1997	Ind.Contractor	Interpreter	$1,644
Jordan	M	01/05/1997	31/08/1997	Consultant	Other	$12,000
Jordan	M	01/10/1997	15/11/1997	Consultant	Other	$4,000
Department/Office: **HC/CHR**	Number of engagements: **2**		Number of retirees: **1**			
Denmark	M	11/07/1997	15/08/1997	Short-term	Recruitment Officer	P-4
Denmark	M	25/08/1997	05/09/1997	Short-term	Recruitment Officer	P-3
Department/Office: **ICTR**	Number of engagements: **3**		Number of retirees: **1**			
Uganda	M	26/05/1997	25/08/1997	Consultant	Clerk	$2,290
Uganda	M	26/08/1997	25/09/1997	Consultant	Clerk	$763
Uganda	M	05/12/1997	04/03/1998	Consultant	Clerk	$2,993
Department/Office: **ITC**	Number of engagements: **6**		Number of retirees: **4**			
Canada	F	24/03/1997	02/05/1997	Short-term	Secretary	G-5
Canada	F	30/06/1997	01/08/1997	Short-term	Other	G-5
France	F	06/01/1997	24/01/1997	Short-term	Budget Assistant	G-6
France	F	08/12/1997	19/12/1997	Short-term	Other	G-6
India	M	23/06/1997	30/11/1997	Short-term	Travel Assistant	G-6
India	M	12/07/1997	11/07/1998	Fixed-term	Other	L-5
Department/Office: **OCHA**	Number of engagements: **6**		Number of retirees: **4**			
France	F	06/01/1997	05/02/1997	Ind.Contractor	Other	$5,752
France	F	18/02/1997	19/03/1997	Ind.Contractor	Other	$2,889
Germany	M	01/05/1997	31/07/1997	Short-term	Humanitarian Affairs Officer	P-3
Germany	M	01/08/1997	31/12/1997	Fixed-term	Humanitarian Affairs Officer	L-3
Philippines	F	23/06/1997	22/07/1997	Short-term	Secretary	G4A

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office OCHA		Number of engagements	6	Number of retirees	4	
Spain	M	04/02/1997	03/03/1997	Short-term	Recruitment Officer	P-3
Department/Office OLA		Number of engagements	3	Number of retirees	2	
France	F	17/11/1997	09/01/1998	Ind Contractor	Other	$1,500
France	F	17/11/1997	09/01/1998	Ind Contractor	Other	$3,750
United States of America	M	13/03/1997	15/12/1997	Fixed-term	Director	D-2
Department/Office UNCHS		Number of engagements	1	Number of retirees	1	
Canada	M	15/10/1997	31/12/1997	Fixed-term	Executive Director	ASG
Department/Office UNCTAD		Number of engagements	16	Number of retirees	9	
Bolivia	M	03/01/1997	28/02/1997	Consultant	Other	$6,000
Chile	M	14/02/1997	15/05/1997	Consultant	Adviser	$6,000
Chile	M	23/07/1997	01/09/1997	Consultant	Adviser	$5,000
Chile	M	20/08/1997	30/11/1997	Consultant	Other	$12,750
France	M	01/11/1997	31/12/1997	Consultant	Other	$13,000
India	F	01/12/1997	28/02/1998	Fixed-term	Expert	L-4
Ireland	M	15/12/1997	15/02/1998	Consultant	Legal officer	$16,000
Israel	F	01/02/1997	28/02/1997	Consultant	Other	$4,400
Israel	F	03/03/1997	30/04/1997	Consultant	Other	$8,800
Israel	F	16/06/1997	15/07/1997	Consultant	Other	$4,400
United States of America	M	27/01/1997	07/02/1997	Consultant	Other	$4,500
United States of America	M	01/04/1997	30/04/1997	Consultant	Other	$3,000
United States of America	M	15/05/1997	15/11/1997	Consultant	Other	$9,000
United States of America	M	20/05/1997	06/06/1997	Consultant	Other	$6,000
United States of America	M	13/09/1997	16/09/1997	Consultant	Other	$0
United States of America	M	14/09/1997	15/09/1997	Consultant	Other	$0
Department/Office UNFCCC		Number of engagements	2	Number of retirees	2	
United Kingdom	M			Consultant	Other	$11,000
United Kingdom	M	01/04/1997	30/04/1997	Ind Contractor	Other	$7,000
Department/Office UNJSPF		Number of engagements	2	Number of retirees	1	
United States of America	M	01/04/1997	31/05/1997	Short-term	Administrative Officer	P-4
United States of America	M	01/10/1997	17/10/1997	Short-term	Chief	P-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt. Type	Functional Title	Pay or Grade
Department/Office: UNOG		Number of engagements: 100		Number of retirees: 85		
Argentina	F	03/03/1997	27/03/1997	Short-term	Reviser	R-2
Argentina	F	14/07/1997	10/09/1997	Short-term	Reviser	R-2
Argentina	F	20/10/1997	05/12/1997	Short-term	Reviser	R-2
Canada	M	17/03/1997	31/12/1997	When act.emp	Interpreter	I-1
China	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
China	M	07/07/1997	18/07/1997	Short-term	Reviser	R-3
China	F	21/07/1997	31/08/1997	Short-term	Reviser	R-3
China	M	21/07/1997	08/08/1997	Short-term	Reviser	R-3
China	M	11/08/1997	29/08/1997	Short-term	Reviser	R-3
Cyprus	M	02/01/1997	31/12/1997	Consultant	Financial Advisor	$12,000
Denmark	M	03/03/1997	30/04/1997	Short-term	Administrative Officer	P-3
Egypt	M	10/03/1997	28/03/1997	Short-term	Translator	T-4
Egypt	F	10/03/1997	31/12/1997	When act.emp	Interpreter	I-1
Egypt	F	17/03/1997	31/12/1997	When act.emp	Interpreter	I-1
Egypt	M	02/06/1997	18/07/1997	Short-term	Reviser	R-3
Egypt	M	07/07/1997	28/07/1997	Short-term	Reviser	R-3
Egypt	M	06/10/1997	28/11/1997	Short-term	Reviser	R-3
Egypt	M	20/10/1997	31/12/1997	When act.emp	Interpreter	I-1
France	F	03/03/1997	27/03/1997	Short-term	Text Processing Clerk	G-3
France	F	01/04/1997	25/04/1997	Short-term	Reviser	R-3
France	F	01/04/1997	18/04/1997	Short-term	Terminologist	R-3
France	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
France	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
France	M	14/04/1997	30/04/1997	Short-term	Reviser	R-3
France	F	12/05/1997	30/06/1997	Short-term	Secretary	G-5
France	M	12/05/1997	13/06/1997	Short-term	Reviser	R-3
France	F	15/06/1997	18/07/1997	Short-term	Reviser	R-3
France	F	16/06/1997	18/07/1997	Short-term	Reviser	R-3
France	F	16/06/1997	20/06/1997	Short-term	Editor	T-3
France	F	30/06/1997	18/07/1997	Short-term	Reviser	R-3
France	M	30/06/1997	08/08/1997	Short-term	Reviser	R-3
France	M	07/07/1997	01/08/1997	Short-term	Reviser	R-3
France	F	28/07/1997	29/08/1997	Short-term	Reviser	R-3
France	M	28/07/1997	29/08/1997	Short-term	Reviser	R-3
France	F	28/07/1997	15/08/1997	Short-term	Reviser	R-3
France	F	04/08/1997	05/09/1997	Short-term	Translator	T-4
France	M	11/08/1997	20/08/1997	Short-term	Reviser	R-3
France	F	25/08/1997	26/09/1997	Short-term	Text Processing Clerk	G-3
France	F	01/09/1997	26/09/1997	Short-term	Text Processing Clerk	G-3
France	M	15/09/1997	03/10/1997	Short-term	Reviser	R-3
France	M	13/10/1997	07/11/1997	Short-term	Reviser	R-3
France	M	20/10/1997	21/11/1997	Short-term	Reviser	R-3
France	M	03/11/1997	21/11/1997	Short-term	Reviser	R-3
France	M	10/11/1997	19/12/1997	Short-term	Reviser	R-3

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office: UNOG		Number of engagements	100	Number of retirees	65	
France	M	24/11/1997	19/12/1997	Short-term	Reviser	R-3
Greece	F	01/07/1997	31/08/1997	Short-term	Administrative Clerk	G-6
Ireland	M	10/03/1997	18/04/1997	Short-term	Reviser	R-3
Ireland	M	28/04/1997	06/06/1997	Short-term	Reviser	R-3
Ireland	M	30/06/1997	25/07/1997	Short-term	Reviser	R-3
Ireland	F	10/07/1997	18/07/1997	Short-term	Secretary	G-5
Ireland	M	04/08/1997	22/08/1997	Short-term	Reviser	R-3
Ireland	F	21/08/1997	28/08/1997	Short-term	Secretary	G-4
Ireland	F	15/09/1997	05/10/1997	Short-term	Secretary	G-4
Ireland	M	10/11/1997	21/11/1997	Short-term	Reviser	R-3
Netherlands	F	12/05/1997	30/06/1997	Short-term	Secretary	G-5
Peru	M	01/03/1997	27/03/1997	Short-term	Other	R-3
Peru	M	23/06/1997	15/08/1997	Short-term	Reviser	R-3
Russian Federation	M	30/03/1997	18/04/1997	Short-term	Reviser	R-3
Russian Federation	M	19/04/1997	02/05/1997	Short-term	Reviser	R-3
Russian Federation	M	16/07/1997	06/08/1997	Short-term	Other	R-3
Russian Federation	M	01/12/1997	19/12/1997	Short-term	Other	R-3
Spain	M	01/03/1997	21/03/1997	Short-term	Other	R-3
Spain	M	03/03/1997	27/03/1997	Short-term	Other	R-2
Spain	M	01/04/1997	30/04/1997	Short-term	Reviser	R-3
Spain	M	14/04/1997	02/05/1997	Short-term	Reviser	R-3
Spain	M	21/04/1997	09/05/1997	Short-term	Reviser	R-2
Spain	M	20/05/1997	18/07/1997	Short-term	Reviser	R-3
Spain	M	26/05/1997	27/06/1997	Short-term	Reviser	R-3
Spain	M	30/06/1997	16/08/1997	Short-term	Reviser	R-3
Spain	M	15/09/1997	03/10/1997	Short-term	Reviser	R-3
Spain	M	06/10/1997	19/12/1997	Short-term	Reviser	R-3
Spain	M	23/11/1997	19/12/1997	Short-term	Reviser	R-3
Spain	M	01/12/1997	19/12/1997	Short-term	Reviser	R-3
Sri Lanka	M	25/09/1997	27/02/1998	Ind Contractor	Other	$1,400
Sudan	M	14/07/1997	15/08/1997	Short-term	Translator	R-2
Switzerland	F	03/02/1997	27/03/1997	Short-term	Text Processing Clerk	G-3
Switzerland	F	03/03/1997	16/05/1997	Short-term	Conference Clerk	G-5
Switzerland	M	14/04/1997	30/04/1997	Short-term	Reviser	R-3
Switzerland	M	14/07/1997	29/08/1997	Short-term	Other	R-3
Switzerland	M	25/08/1997	29/08/1997	Short-term	Reviser	R-3
Switzerland	M	15/09/1997	10/10/1997	Short-term	Reviser	R-3
Switzerland	M	20/10/1997	21/11/1997	Short-term	Reviser	R-3
Switzerland	M	17/11/1997	19/12/1997	Short-term	Other	R-3
Syrian Arab Republic	M	15/09/1997	17/10/1997	Short-term	Translator	T-4
United Kingdom	M	12/02/1997	14/02/1997	Ind Contractor	Other	$900
United Kingdom	F	10/03/1997	27/03/1997	Short-term	Translator	T-4
United Kingdom	M	01/04/1997	25/04/1997	Short-term	Reviser	R-3
United Kingdom	M	12/05/1997	18/07/1997	Short-term	Reviser	R-3
United Kingdom	F	16/06/1997	18/07/1997	Short-term	Translator	T-4

Nationality	Gender	Effective Date	Expiry Date	Engagemt Type	Functional Title	Pay or Grade
Department/Office UNOG		Number of engagements	100	Number of retirees	65	
United Kingdom	F	21/07/1997	25/07/1997	Short-term	Secretary	G-5
United Kingdom	F	04/08/1997	29/08/1997	Short-term	Reviser	R-3
United Kingdom	F	06/09/1997	30/10/1997	Ind Contractor	Editor	$5,500
United Kingdom	F	13/10/1997	07/11/1997	Short-term	Translator	T-4
United Kingdom	M	20/10/1997	14/11/1997	Short-term	Reviser	R-3
United Kingdom	M	10/11/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	M	17/11/1997	05/12/1997	Short-term	Reviser	R-3
United Kingdom	M	03/12/1997	06/12/1997	Ind Contractor	Other	$600
United States of America	M	02/06/1997	30/06/1997	Short-term	Reviser	R-3
United States of America	M	07/07/1997	10/09/1997	Short-term	Reviser	R-3
United States of America	M	25/11/1997	31/01/1998	Ind Contractor	Other	$3,000
Department/Office UNOV		Number of engagements	8	Number of retirees	5	
Hungary	M	24/03/1997	24/09/1997	Consultant	Other	$12,000
Hungary	M	10/10/1997	22/10/1997	Consultant	Other	$2,400
Hungary	M	30/10/1997	31/12/1997	Consultant	Other	$4,000
Japan	M	01/09/1997	28/02/1998	Consultant	Other	$16,000
Poland	F	01/10/1997	31/12/1997	Consultant	Other	$15,000
Sweden	M	15/10/1997	31/12/1997	Consultant	Other	$0
United States of America	M	12/11/1997	04/12/1997	Consultant	Other	$8,000
United States of America	M	12/12/1997	20/12/1997	Consultant	Other	$2,800

Total number of engagements 1997 **454** Total number of retirees 1997 **304**

* *The baseline number of persons engaged for the biennium (328) is less that the sum of the totals for 1996 and 1997 (493) because retirees who were engaged in both years are only counted once in the total for the biennium.*

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Employment of retirees

Report of the Secretary-General

Addendum

1. The present addendum provides, pursuant to paragraph 6 of document A/53/526, comparable data for the year 1995 on the employment of retirees in the United Nations Secretariat. The format of the statistical tables for 1995 is identical to that of the tables contained in the annex to document A/53/526.

2. The statistical data in the annex show that 351 separate engagements and reappointments for 227 retirees took place during the year 1995. Of this total, 54 per cent of engagements were for retirees in the Professional and higher categories and 10 per cent for retirees in the Field Service and General Service categories. Thirty-five per cent of engagements of retirees were by the modality of a special service agreement, covering both consultants and individual contractors. Fifty-three per cent of engagements were on a short-term basis. Table 1 shows the use of retirees by the type of engagement and table 2 shows a breakdown by category for 1995.

3. As indicated in table 3 in the annex to the present report, within the breakdown of the use of retirees by department or office, language services in the Office of Conference and Support Services in the Department of Administration and Management accounted for 117 engagements in 1995 (50 per cent of the total) and $3.1 million. Looking at the use of retirees by nationality and gender (table 4), 53 engagements were by nationals of the United States of America (23 per cent), 32 by nationals of France (14 per cent), 19 by nationals of the United Kingdom of Great Britain and Northern Ireland (8 per cent) and 18 by nationals of Chile (8 per cent). Nationals of 46 countries were engaged as retirees, but ten countries accounted for 75 per cent of all engagements. Thirty-nine per cent of retirees engaged in 1995 were female.

4. Three main groups of functions carried out by retirees can be distinguished (table 5). Fifty-five per cent of engagements were for language services, in particular for revisers. Twenty-one per cent of engagements were for administrative functions and 22 per cent for

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political, economic, social, environmental, humanitarian, advisory and technical assistance functions.

5. The largest percentage of retirees engaged in 1995 was in the 60 to 65 year age group (54 per cent), as set out in table 6. A further 27 per cent were in the 65 to 70 year age group.

6. The total cost of fees and salaries for the use of retirees in 1995 was $4.5 million, of which language services accounted for $3.1 million, or 69 per cent. Table 7 provides detailed information on the use of retirees in 1995 by department or office and by engagement.

Annex

Statistical tables: use of retirees, 1995

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Explanatory notes:

1. All data on the number of days of service in the tables have been rounded to the nearest 10 days. All data on fees and salaries have been rounded to the nearest thousand United States dollars, except in the detailed report (table 7), which presents exact amounts.

2. The baseline used in the report is 227 individual retirees employed in 1995, for a total of 351 engagements and a total of 21,070 days of service, at a cost of US$ 4.475 million.

3. The database records individual engagements in each year of the reporting period. Differences in the number of persons engaged that appear in the totals of the tables are the result of the variable count of the engagements against different parameters. For instance, the number of 238 persons engaged in table 5 is higher than the baseline of 227 because 11 retirees have been engaged for more than one activity over the biennium. Similarly, the number of engagements by department may exceed the baseline because some retirees have been employed in more than one department during the reporting period. Only the count by nationality in table 4 corresponds to the baseline, since none of the retirees engaged in 1995 changed nationality during that year.

The following abbreviations have been used in the tables:

DDSMS	Department for Development Support and Management Services
DESA	Department of Economic and Social Affairs
DESIPA	Department for Economic and Social Information and Policy Analysis
DGAACS	Department of General Assembly Affairs and Conference Services
DM	Department of Administration and Management
DM/OCSS	Office of Conference and Support Services
DM/OHRM	Office of Human Resources Management
DM/OPPBA	Office of Programme Planning, Budget and Accounts
DPA	Department of Political Affairs
DPCSD	Department for Policy Coordination and Sustainable Development
DPI	Department of Public Information
DPKO	Department of Peacekeeping Operations
DPKO/FALD	Special missions
ECA	Economic Commission for Africa
ECE	Economic Commission for Europe
ECLAC	Economic Commission for Latin America and the Caribbean
EOSG	Executive Office of the Secretary-General
ESCAP	Economic and Social Commission for Asia and the Pacific
ESCWA	Economic and Social Commission for Western Asia
HC/CHR	Office of the United Nations High Commissioner for Human Rights/Centre for Human Rights
ICSC	Secretariat of the International Civil Service Commission
ICTFY	International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Law Committed in the Territory of the Former Yugoslavia since 1991
ICTR	International Criminal Tribunal for the Prosecution of Persons Responsible for Genocide and Other Serious Violations of International Humanitarian Law Committed in the Territory of Rwanda and Rwandan Citizens Responsible for Genocide and Other Such Violations Committed in the Territory of Neighbouring States between 1 January and 31 December 1994
INSTRAW	International Research and Training Institute for the Advancement of Women
ITC	International Trade Centre UNCTAD/World Trade Organization
LD	Limited duration
OCHA	Office for the Coordination of Humanitarian Affairs
OLA	Office of Legal Affairs
UNCHS	United Nations Centre for Human Settlements (Habitat)
UNCTAD	United Nations Conference on Trade and Development

UNEP	United Nations Environment Programme
UNFCCC	United Nations Framework Convention on Climate Change
UNJSPF	Secretariat of the United Nations Joint Staff Pension Fund and the United Nations Staff Pension Committee
UNOG	United Nations Office at Geneva
UNON	United Nations Office at Nairobi
UNOV	United Nations Office at Vienna

TABLE 1. USE OF RETIREES BY TYPE OF ENGAGEMENT, 1995 [a]

Type of Engagement	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Short-term appointment	130	11,630	2,774
"When actually employed" appointment	26	2,960	933
Fixed-term appointment	8	970	192
Special Service Agreement (SSA) for consultant	60	4,710	498
SSA for individual contractor	23	800	78
Limited duration appointment	0	0	0
TOTAL	***247***	***21,070***	***4,475***

[a] *The difference between the total for 1995 (247) and the baseline of 227 retirees results from the fact that 20 persons had multiple engagements.*

TABLE 2. USE OF RETIREES BY CATEGORY OF ENGAGEMENT, 1995 [a]

Category of Engagement	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
Professional and Director categories	124	13,140	3,541
Special Service Agreement (SSA)	81	5,510	576
Field Service and General Service category	24	2,130	228
Assistant and Under-Secretaries General	1	290	130
TOTAL	***230***	***21,070***	***4,475***

[a] *The difference between the total for 1995 (230) and the baseline of 227 retirees results from the fact that 3 persons were engaged in more than one category.*

TABLE 3. USE OF RETIREES BY DEPARTMENT OR OFFICE, 1995[a]

Department/Office	*Number of persons engaged*	*Total of days worked*	*Total fees or salaries ($000)*
DM/OCSS	117	12,030	3,132
UNOG	...	...	...
DGAACS	Not Applicable	Not Applicable	Not Applicable
ECLAC	23	1,500	105
EOSG	0	0	0
DPKO/FALD	...	...	...
DDSMS	1	90	26
ECE	2	270	6
DPI	14	1,060	177
UNOV	12	610	101
UNCTAD	8	920	87
ITC	0	0	0
OCHA	1	170	20
ESCAP	9	810	72
DM	6	440	113
DM/OPPBA	3	440	93
DM/OHRM	7	750	133
DPCSD	3	160	30
OLA	1	40	5
ICSC	2	40	18
UNON	5	140	48
HC/CHR	...	...	...
ECA	2	270	7
ESCWA	1	180	6
UNJSPF			
DESIPA	0	0	0
ICTFY	1	20	1
UNFCCC	0	0	0
UNCHS	0	0	0
DPKO	3	250	54
DESA	9	560	104
INSTRAW	...	...	...
DPA	2	320	137
TOTAL	***232***	***21,070***	***4,475***

[a] *The difference between the total for 1995 (232) and the baseline of 227 retirees results from the engagement of 5 retirees by more than one department or office during the biennium.*

TABLE 4. USE OF RETIREES BY NATIONALITY AND GENDER, 1995 [a]

Nationality	*Number of persons engaged*	*Percent female*	*Total of days worked*	*Total fees or salaries ($000)*
United States of America	53	43%	5,010	1,128
France	32	66%	3,500	871
Egypt	15	33%	1,160	340
United Kingdom	19	47%	1,830	381
Argentina	10	20%	740	183
Chile	18	50%	1,810	218
China	8	25%	620	163
India	1	0%	130	27
Spain	8	25%	760	180
Iran (Islamic Republic of)	0	N/A	0	0
Mexico	2	0%	410	119
Israel	2	50%	230	74
Switzerland	0	N/A	0	0
Canada	6	50%	460	69
Colombia	4	50%	290	36
Iraq	2	0%	260	27
Italy	2	0%	120	25
Syrian Arab Republic	2	0%	140	38
Peru	1	100%	170	46
Guyana	1	100%	100	11
Jordan	0	N/A	0	0
Ireland	0	N/A	0	0
Germany	1	0%	20	7
Ecuador	1	0%	0	2
Indonesia	0	N/A	0	0
Benin	1	0%	100	24
Sri Lanka	2	0%	230	63
Belgium	1	0%	140	38
Mauritius	0	N/A	0	0
Jamaica	1	100%	20	4
Uruguay	5	20%	130	24
Ethiopia	0	N/A	0	0
Chad	0	N/A	0	0
Japan	2	0%	300	24
Czech Republic	0	N/A	0	0
Denmark	1	0%	10	2
Russian Federation	0	N/A	0	0

Nationality	Number of persons engaged	Percent female	Total of days worked	Total fees or salaries ($000)
Thailand	0	N/A	0	0
Hungary	0	N/A	0	0
Sudan	0	N/A	0	0
Philippines	2	50%	130	8
Republic of Korea	1	100%	100	10
Poland	1	100%	40	4
Cuba	0	N/A	0	0
Algeria	1	0%	50	15
Cyprus	0	N/A	0	0
Nepal	0	N/A	0	0
Panama	1	0%	90	11
Greece	0	N/A	0	0
Stateless	1	0%	90	25
Netherlands	0	N/A	0	0
New Zealand	0	N/A	0	0
Australia	1	100%	70	2
Uganda	0	N/A	0	0
Bolivia	0	N/A	0	0
Sweden	2	50%	150	3
Turkey	0	N/A	0	0
Brazil *	1	0%	290	130
Singapore *	1	0%	150	40
Lebanon *	1	0%	90	20
Morocco *	1	0%	270	12
Pakistan *	1	0%	80	8
Congo *	1	0%	60	4
Yugoslavia *	1	0%	120	4
Zaire *	1	0%	210	3
Mali *	1	0%	80	3
Croatia *	1	100%	20	1
Austria *	1	0%	150	0
Unspecified	5	0%	140	48
TOTAL	**227**	**39%**	**21,070**	**4,475**

[a] *The 11 countries at the end of the list, marked with an asterisk, were not represented in the engagement of retirees in the 1996-1997 biennium*

TABLE 5. USE OF RETIREES BY FUNCTION, 1995 a

	Function	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
Language Related Services	Reviser	50	5,540	1,515
	Interpreter	31	2,880	948
	Translator	10	910	239
	Verbatim Reporter	5	620	132
	Editor	10	660	96
	Editorial Clerk	8	650	57
	Librarian	2	250	42
	Information Officer	3	170	38
	Proofreader	1	120	25
	Press Officer	2	100	23
	Radio Producer	1	90	23
	Language Reference Clerk	1	100	16
	Senior Assistant to the Executive Director	1	60	13
	Editorial Assistant	2	100	12
	Education Clerk	1	50	12
	Proofreading Clerk	1	100	10
	Language Reference Assistant	1	90	10
	Meeting Services Assistant	1	70	10
	Language Teacher	1	50	2
	SUBTOTAL	**132**	**12,610**	**3,223**
Political, Economic, Social, Environmental, Humanitarian, Advisory and Technical Assistance Services	Special Envoy of the Secretary-General	1	290	130
	Adviser	11	980	130
	Expert	15	1,150	77
	Principal Officer	1	90	26
	Senior Technical Adviser	1	170	20
	Information Officer	4	120	17
	Legal Adviser	1	20	11
	Senior Officer	1	30	9
	Energy Adviser	1	30	9
	Other	17	750	149
	SUBTOTAL	**53**	**3,630**	**578**

	Function	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
Administrative Services	First Officer	2	360	90
	Senior Officer	2	210	59
	Adviser	1	180	59
	Secretary	3	250	41
	Finance Officer	1	150	38
	Administrative Officer	2	180	38
	Training Assistant	1	310	34
	Recruitment and Placement Officer	2	150	29
	Assembly and Binding Equipment Operator	2	180	22
	Second Officer	1	90	18
	Accounting Assistant	1	140	15
	Financial Advisor	2	170	14
	Clerk	3	170	13
	Clerk-Reader	2	110	12
	Printing Press Operator	1	100	11
	Teletype Operator	1	100	11
	Documents Clerk	1	100	10
	Nurse	3	80	9
	Budget Officer	1	30	8
	Programme Assistant	1	70	8
	General Services Assistant	3	100	7
	Other	15	1,520	112
	SUBTOTAL	**51**	**4,750**	**658**
Other Services	Second Officer	1	60	12
	Secretary of the Panel	1	20	4
	SUBTOTAL	**2**	**80**	**16**
	GRAND TOTAL	**238**	**21,070**	**4,475**

[a] *The total for the number of persons engaged in 1995 (238) differs from the baseline of 227 retirees because 11 persons were engaged for more than one function*

TABLE 6. USE OF RETIREES BY AGE GROUP, 1995 [a]

Age Group	Number of persons engaged	Total of days worked	Total fees or salaries ($000)
55 to 60	4	200	27
60 to 65	126	12,330	2,610
65 to 70	64	5,080	978
70 to 75	31	2,900	721
75 to 80	7	400	115
Age not available	2	160	24
TOTAL	**234**	**21,070**	**4,475**

[a] *The total for the number of persons engaged in 1995 (234) differs from the baseline of 227 retirees because 7 persons engaged moved from one age group to the next during 1995*

TABLE 7. USE OF RETIREES BY DEPARTMENT OR OFFICE AND BY ENGAGEMENT, 1995

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Department/Office: DDSMS		**Number of engagements: 1**			**Number of retirees: 1**	
Israel	M	01-Jun-95	31-Aug-95	Short-Term	Principal Officer	P-5
Department/Office: DESA		**Number of engagements: 9**			**Number of retirees: 9**	
Egypt	M	16-Jan-95	15-Mar-95	Indiv. Contractor	Adviser	12,00
Lebanon	M	03-Jan-95	31-Mar-95	Consultant	Adviser	19,50
Mali	M	30-Mar-95	30-Jun-95	Indiv. Contractor	Financial Advisor	2,50
United Kingdom	M	08-May-95	29-Sep-95	Indiv. Contractor	Financial Advisor	12,00
United States of America	M	10-Jan-95	31-Mar-95	Indiv. Contractor	Adviser	25,00
United States of America	M	23-Jan-95	22-Feb-95	Indiv. Contractor	EnergyAdvisor	8,50
United States of America	F	20-Feb-95	29-Sep-95	Indiv. Contractor	Adviser	8,00
United States of America	F	01-Mar-95	30-Apr-95	Indiv. Contractor	Adviser	5,00
United States of America	M	01-Apr-95	31-May-95	Indiv. Contractor	Adviser	11,90
Department/Office: DM		**Number of engagements: 6**			**Number of retirees: 6**	
France	M	1-Jan-95	30-Jun-95	When Act. Empl.	Secretary	P-3
Italy	M	26-Oct-95	31-Oct-95	Indiv. Contractor	Other	1,3
Spain	M	27-Apr-95	3-Jun-95	Consultant	Other	10,0
Sri Lanka	M	5-Dec-95	4-Jun-96	Fixed-Term	Adviser	D-2
United Kingdom	M	24-Jul-95	25-Aug-95	Fixed-Term	Budget Officer	P-4
United Kingdom	M	5-Dec-95	31-Dec-95	Consultant	Other	4
Department/Office: DM/OCSS		**Number of engagements: 187**			**Number of retirees: 117**	
Algeria	M	6-Nov-95	29-Dec-95	Short-Term	Reviser	R-3
Argentina	M	16-Jan-95	24-Mar-95	Short-Term	Reviser	R-2
Argentina	M	25-Feb-95	18-Aug-95	Short-Term	Reviser	R-3
Argentina	F	27-Feb-95	26-Aug-95	When Act. Empl.	Interpreter	I-1
Argentina	M	27-Mar-95	11-Sep-95	When Act. Empl.	Interpreter	I-1
Argentina	M	6-May-95	13-May-95	Short-Term	Reviser	R-3
Argentina	M	6-May-95	13-May-95	Short-Term	Verbatim Reporter	T-3
Argentina	M	5-Jul-95	22-Sep-95	Short-Term	Translator	R-3
Argentina	M	23-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
Argentina	M	23-Sep-95	22-Dec-95	Short-Term	Verbatim Reporter	T-3
Argentina	F	21-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
Argentina	M	21-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
Belgium	M	5-Mar-95	12-May-95	Short-Term	Reviser	R-3
Belgium	M	4-Sep-95	10-Nov-95	Short-Term	Reviser	R-3
Canada	M	26-Feb-95	17-Mar-95	Short-Term	Interpreter	I-1
Canada	F	16-Apr-95	12-May-95	Short-Term	Editorial Clerk	CTB

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Canada	F	17-Apr-95	12-May-95	Short-Term	Editorial Clerk	CTC
Canada	F	10-Jul-95	9-Oct-95	Short-Term	Administrative Officer	P-3
Canada	M	4-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
Canada	F	1-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CTB
Canada	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CTC
Chile	F	29-May-95	18-Aug-95	Short-Term	Translator	T-4
Chile	F	23-Sep-95	15-Dec-95	Short-Term	Translator	T-4
Chile	F	14-Oct-95	29-Mar-96	Short-Term	Reviser	R-3
China	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
China	M	6-Feb-95	5-Aug-95	When Act. Empl.	Interpreter	I-1
China	M	27-Apr-95	19-May-95	Short-Term	Reviser	R-3
China	F	1-May-95	16-Jun-95	Short-Term	Reviser	R-3
China	F	13-May-95	2-Jun-95	Short-Term	Interpreter	I-1
China	M	17-Jul-95	15-Sep-95	Short-Term	Translator	R-3
China	M	14-Aug-95	29-Dec-95	Short-Term	Reviser	R-3
China	M	21-Aug-95	29-Dec-95	Short-Term	Translator	R-3
China	F	1-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
China	F	11-Sep-95	29-Sep-95	Short-Term	Reviser	R-3
China	M	2-Oct-95	22-Dec-95	Short-Term	Editorial Assistant	G-5
Colombia	M	7-Aug-95	11-Aug-95	Short-Term	Interpreter	I-1
Colombia	M	21-Aug-95	1-Sep-95	Short-Term	Interpreter	I-1
Colombia	M	11-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
Colombia	M	19-Sep-95	22-Dec-95	Short-Term	Clerk	G-4
Colombia	M	25-Sep-95	29-Sep-95	Short-Term	Interpreter	I-1
Colombia	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CTC
Colombia	M	30-Oct-95	8-Dec-95	Short-Term	Interpreter	I-1
Egypt	F	15-Jan-95	27-Jan-95	Short-Term	Interpreter	I-1
Egypt	M	15-Jan-95	24-Feb-95	Short-Term	Interpreter	I-1
Egypt	F	15-Jan-95	26-May-95	When Act. Empl.	Interpreter	I-1
Egypt	F	26-Feb-95	24-Mar-95	Short-Term	Interpreter	I-1
Egypt	M	1-Mar-95	30-Apr-95	Short-Term	Verbatim Reporter	T-3
Egypt	M	16-Mar-95	15-May-95	Short-Term	Translator	T-4
Egypt	M	26-Mar-95	28-Apr-95	Short-Term	Interpreter	I-1
Egypt	F	9-Apr-95	21-Apr-95	Short-Term	Interpreter	I-1
Egypt	F	24-Apr-95	31-May-95	Short-Term	Reviser	R-3
Egypt	M	3-Jun-95	2-Jul-95	Short-Term	Translator	T-4
Egypt	F	5-Jul-95	4-Sep-95	Short-Term	Translator	T-4
Egypt	M	14-Aug-95	1-Sep-95	Short-Term	Reviser	R-3
Egypt	M	3-Sep-95	3-Nov-95	Short-Term	Reviser	R-3
Egypt	F	5-Sep-95	10-Nov-95	Short-Term	Reviser	R-3
Egypt	M	11-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Egypt	M	24-Sep-95	10-Nov-95	Short-Term	Verbatim Reporter	T-3
Egypt	F	7-Oct-95	1-Dec-95	Short-Term	Translator	R-3

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pa Gr
	Egypt	F	8-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
	Egypt	M	4-Nov-95	29-Dec-95	Short-Term	Reviser	R-3
	Egypt	M	6-Nov-95	29-Dec-95	Short-Term	Reviser	R-3
	Egypt	M	12-Nov-95	22-Dec-95	Short-Term	Reviser	R-3
	Egypt	F	11-Dec-95	19-Jan-96	Short-Term	Reviser	R-3
	Egypt	F	11-Dec-95	10-Feb-96	Short-Term	Translator	T-4
	France	F	9-Jan-95	8-Jul-95	When Act. Empl.	Interpreter	I-1
	France	F	18-Jan-95	28-Feb-95	Short-Term	Editor	T-3
	France	F	29-Jan-95	7-Apr-95	Short-Term	Reviser	R-3
	France	M	6-Feb-95	7-Apr-95	Short-Term	Reviser	R-2
	France	M	15-Feb-95	14-Jun-95	Short-Term	Proofreader	P-3
	France	F	20-Feb-95	28-Apr-95	Short-Term	Reviser	R-3
	France	M	22-Feb-95	21-Aug-95	When Act. Empl.	Interpreter	I-1
	France	M	12-Mar-95	26-May-95	Short-Term	Reviser	R-3
	France	F	13-Mar-95	16-Jun-95	Short-Term	Reviser	R-3
	France	M	19-Mar-95	19-May-95	Short-Term	Reviser	R-3
	France	F	19-Mar-95	7-Jul-95	Short-Term	Reviser	R-3
	France	F	26-Mar-95	9-Jun-95	Short-Term	Reviser	R-3
	France	F	23-Apr-95	5-May-95	Short-Term	Interpreter	I-1
	France	M	23-Apr-95	19-May-95	Short-Term	Reviser	R-3
	France	F	30-Apr-95	30-Jun-95	Short-Term	Reviser	R-3
	France	F	30-Apr-95	14-Jul-95	Short-Term	Reviser	R-3
	France	F	1-May-95	2-Jun-95	Short-Term	Reviser	R-3
	France	F	7-May-95	13-May-95	Short-Term	Reviser	R-2
	France	M	7-May-95	7-Jul-95	Short-Term	Reviser	R-3
	France	M	8-May-95	9-Jun-95	Short-Term	Interpreter	I-1
	France	F	8-May-95	14-Jul-95	Short-Term	Reviser	R-3
	France	F	13-Aug-95	22-Dec-95	Short-Term	Reviser	R-2
	France	F	14-Aug-95	29-Sep-95	Short-Term	Reviser	R-3
	France	M	28-Aug-95	6-Oct-95	Short-Term	Interpreter	I-1
	France	M	28-Aug-95	3-Nov-95	Short-Term	Reviser	R-2
	France	F	28-Aug-95	17-Nov-95	Short-Term	Reviser	R-3
	France	F	10-Sep-95	24-Nov-95	Short-Term	Reviser	R-3
	France	M	17-Sep-95	24-Nov-95	Short-Term	Reviser	R-3
	France	F	18-Sep-95	15-Dec-95	Short-Term	Interpreter	I-1
	France	F	24-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
	France	F	25-Sep-95	17-Nov-95	Short-Term	Interpreter	I-1
	France	F	1-Oct-95	15-Dec-95	Short-Term	Reviser	R-3
	France	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	G-5
	France	F	8-Oct-95	22-Dec-95	Short-Term	Reviser	R-3
	France	M	8-Oct-95	22-Dec-95	Short-Term	Translator	R-3
	France	F	15-Oct-95	15-Dec-95	Short-Term	Reviser	R-3
	France	F	30-Oct-95	17-Nov-95	Short-Term	Interpreter	I-1

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Guyana	F	14-Sep-95	20-Dec-95	Fixed-Term	Teletype Operator	G-4
Iraq	M	25-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Israel	F	12-Jan-95	11-Jul-95	When Act. Empl.	Interpreter	I-1
Israel	F	20-Nov-95	15-Dec-95	Short-Term	Interpreter	I-1
Mexico	M	22-Feb-95	21-Aug-95	When Act. Empl.	Reviser	R-2
Mexico	M	26-Feb-95	25-Aug-95	When Act. Empl.	Interpreter	I-1
Mexico	M	7-May-95	13-May-95	Short-Term	Reviser	R-2
Mexico	M	4-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
Panama	M	19-Sep-95	22-Dec-95	Short-Term	Assembly and Binding Equipment Operator	TC3
Peru	F	14-Oct-95	29-Mar-96	Short-Term	Reviser	R-3
Spain	F	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
Spain	M	23-Jan-95	22-Jul-95	When Act. Empl.	Interpreter	I-1
Spain	M	27-Feb-95	17-Mar-95	Short-Term	Meeting Services Assistant	G-7
Spain	M	26-Mar-95	16-Jun-95	Short-Term	Reviser	R-3
Spain	F	7-May-95	13-May-95	Short-Term	Reviser	R-1
Spain	M	23-Jul-95	4-Aug-95	Short-Term	Interpreter	I-1
Spain	M	31-Jul-95	15-Sep-95	Short-Term	Meeting Services Assistant	G-7
Spain	F	31-Jul-95	30-Nov-95	Short-Term	Reviser	R-1
Spain	M	2-Oct-95	6-Oct-95	Short-Term	Interpreter	I-1
Spain	M	16-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
Stateless	M	11-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Syrian Arab Republic	M	25-Sep-95	8-Dec-95	Short-Term	Reviser	R-3
Syrian Arab Republic	M	14-Oct-95	15-Dec-95	Short-Term	Reviser	R-3
United Kingdom	F	5-Jan-95	4-Jul-95	When Act. Empl.	Verbatim Reporter	T-2
United Kingdom	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
United Kingdom	M	27-Feb-95	17-Mar-95	Short-Term	Reviser	R-3
United Kingdom	F	13-Mar-95	21-Apr-95	Short-Term	Reviser	R-3
United Kingdom	M	17-Apr-95	5-May-95	Short-Term	Reviser	R-3
United Kingdom	F	30-May-95	30-Jun-95	Short-Term	Reviser	R-3
United Kingdom	M	31-Jul-95	18-Aug-95	Short-Term	Reviser	R-3
United Kingdom	F	14-Aug-95	1-Sep-95	Short-Term	Reviser	R-3
United Kingdom	F	19-Sep-95	22-Dec-95	Short-Term	Verbatim Reporter	T-2
United Kingdom	F	22-Sep-95	6-Dec-95	Short-Term	Editor	P-4
United Kingdom	F	2-Oct-95	8-Dec-95	Short-Term	Reviser	R-3
United Kingdom	M	2-Oct-95	8-Dec-95	Short-Term	Reviser	R-3
United Kingdom	M	2-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
United Kingdom	M	22-Oct-95	8-Dec-95	Short-Term	Reviser	R-3
United Kingdom	M	22-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
United States of America	F	4-Jan-95	3-Jul-95	When Act. Empl.	Reviser	R-3
United States of America	M	9-Jan-95	8-Jul-95	When Act. Empl.	Interpreter	I-1

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pa G
	United States of America	F	13-Jan-95	31-Jan-95	Short-Term	Editorial Assistant	G-7
	United States of America	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	F	16-Jan-95	15-Jul-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	6-Feb-95	5-Aug-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	21-Feb-95	20-May-95	Short-Term	First Officer	P-4
	United States of America	F	6-Mar-95	28-Apr-95	Short-Term	Reviser	R-3
	United States of America	F	20-Mar-95	7-Apr-95	Short-Term	Translator	T-4
	United States of America	F	20-Mar-95	15-Sep-95	When Act. Empl.	Interpreter	I-1
	United States of America	M	28-Mar-95	11-Sep-95	When Act. Empl.	Interpreter	I-1
	United States of America	F	5-Apr-95	31-Aug-95	Short-Term	Reviser	R-3
	United States of America	M	1-May-95	31-May-95	Short-Term	Reviser	R-3
	United States of America	M	7-May-95	13-May-95	Short-Term	Verbatim Reporter	T-3
	United States of America	F	5-Jun-95	7-Jul-95	Short-Term	Translator	T-4
	United States of America	M	1-Jul-95	31-Dec-95	Fixed-Term	First Officer	P-4
	United States of America	F	19-Jul-95	18-Aug-95	Short-Term	General Services Assistant	G-6
	United States of America	M	7-Aug-95	1-Sep-95	Short-Term	Reviser	R-3
	United States of America	F	9-Aug-95	29-Aug-95	Short-Term	Editorial Clerk	G-3
	United States of America	F	28-Aug-95	15-Sep-95	Short-Term	Editor	T-3
	United States of America	M	11-Sep-95	15-Sep-95	Short-Term	Interpreter	I-1
	United States of America	M	11-Sep-95	22-Dec-95	Short-Term	Language Reference Clerk	G-7
	United States of America	M	13-Sep-95	10-Nov-95	Short-Term	Reviser	R-3
	United States of America	F	15-Sep-95	14-Dec-95	Short-Term	Language Reference Assistant	G-6
	United States of America	F	18-Sep-95	3-Nov-95	Short-Term	Reviser	R-3
	United States of America	F	18-Sep-95	15-Dec-95	Short-Term	Interpreter	I-1
	United States of America	M	18-Sep-95	15-Dec-95	Short-Term	Reviser	R-3
	United States of America	M	18-Sep-95	22-Dec-95	Short-Term	Verbatim Reporter	T-3
	United States of America	F	19-Sep-95	22-Dec-95	Short-Term	Reviser	R-3
	United States of America	M	19-Sep-95	22-Dec-95	Short-Term	Printing Press Operator	TC
	United States of America	M	25-Sep-95	13-Oct-95	Short-Term	Interpreter	I-1
	United States of America	M	25-Sep-95	22-Dec-95	Short-Term	Assembly and Binding Equipment Operator	TC
	United States of America	M	26-Sep-95	13-Oct-95	Short-Term	Interpreter	I-1
	United States of America	M	2-Oct-95	3-Nov-95	Short-Term	Reviser	R-3
	United States of America	F	2-Oct-95	8-Dec-95	Short-Term	Translator	T-4
	United States of America	F	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CT
	United States of America	M	2-Oct-95	22-Dec-95	Short-Term	Editorial Clerk	CT
	United States of America	M	23-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1
	United States of America	M	30-Oct-95	15-Dec-95	Short-Term	Interpreter	I-1

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
	United States of America	F	1-Nov-95	31-Dec-95	Short-Term	Reviser	R-3
	United States of America	F	6-Nov-95	15-Dec-95	Short-Term	Interpreter	I-1
	United States of America	F	21-Dec-95	22-Dec-95	Short-Term	Interpreter	I-1
	Uruguay	M	6-May-95	13-May-95	Short-Term	Verbatim Reporter	T-3
	Uruguay	M	29-Nov-95	22-Dec-95	Short-Term	Verbatim Reporter	T-3
Department/Office: **DM/OHRM**			***Number of engagements: 10***			***Number of retirees: 7***	
	Argentina	F	20-Mar-95	19-May-95	Short-Term	Recruitment and Placement Officer	P-3
	Argentina	F	18-Jul-95	17-Aug-95	Short-Term	Recruitment and Placement Officer	P-3
	Chile	F	14-Apr-95	09-Sep-95	Short-Term	Senior Officer	P-5
	France	F	03-Jan-95	02-Mar-95	Short-Term	Training Assistant	G-6
	France	F	01-May-95	30-Jun-95	Short-Term	Training Assistant	G-6
	France	F	27-Sep-95	31-Mar-96	Fixed-Term	Training Assistant	G-6
	Jamaica	F	03-Aug-95	23-Aug-95	Short-Term	Secretary of the Panel	P-3
	Spain	M	16-Jan-95	15-Apr-95	Short-Term	Second Officer	P-3
	United Kingdom	F	02-Aug-95	01-Oct-95	Short-Term	Recruitment and Placement Officer	P-2
	United States of America	F	11-Aug-95	13-Sep-95	Short-Term	Nurse	G-7
Departmt/Office: **DM/OPPBA**			***Number of engagements: 5***			***Number of retirees: 3***	
	Singapore	M	09-Jan-95	08-Apr-95	Short-Term	First Officer	P-4
	Singapore	M	24-May-95	23-Jul-95	Short-Term	Senior Officer	P-5
	United Kingdom	F	07-Aug-95	20-Dec-95	Fixed-Term	Accounting Assistant	G-5
	United States of America	M	29-Mar-95	28-Apr-95	Short-Term	Finance Officer	P-4
	United States of America	M	17-Jul-95	16-Nov-95	Short-Term	Finance Officer	P-4
Department/Office: **DPA**			***Number of engagements: 2***			***Number of retirees: 2***	
	Brazil	M	15-Apr-95	31-Jan-96	When Act. Empl.	Special Envoy of the Secretary-General	ASG
	United States of America	M	27-Mar-95	21-Apr-95	Short-Term	Reviser	R-3
Department/Office: **DPCSD**			***Number of engagements: 3***			***Number of retirees: 3***	
	United States of America	M	01-Jun-95	30-Jun-95	Short-Term	Senior Officer	P-5
	United States of America	F	05-Jun-95	31-Jul-95	Short-Term	Editor	T-3
	United States of America	F	19-Jun-95	31-Aug-95	Short-Term	Programme Assistant	G-6
Department/Office: **DPI**			***Number of engagements: 24***			***Number of retirees: 14***	
	Benin	M	18-Sep-95	22-Dec-95	Short-Term	Information Officer	P-4
	Canada	M	01-Aug-95	30-Sep-95	Fixed-Term	Information Officer	P-2
	France	F	17-Apr-95	12-May-95	Short-Term	Clerk-Reader	G-4
	[illegible]	F	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pa Gr
	France	F	02-Oct-95	22-Dec-95	Short-Term	Clerk-Reader	G-4
	Italy	M	21-Aug-95	24-Aug-95	Consultant	Information Officer	
	Italy	M	05-Sep-95	26-Sep-95	Consultant	Information Officer	
	United Kingdom	M	19-Sep-95	03-Nov-95	Short-Term	Press Officer	P-4
	United States of America	F	10-Jan-95	31-Mar-95	Short-Term	Librarian	P-2
	United States of America	F	16-Jan-95	03-Feb-95	Short-Term	Press Officer	P-3
	United States of America	M	24-Feb-95	17-Mar-95	Consultant	Information Officer	
	United States of America	F	01-Mar-95	17-Mar-95	Short-Term	Information Officer	P-4
	United States of America	F	10-Apr-95	05-May-95	Short-Term	Press Officer	P-3
	United States of America	F	10-Jul-95	21-Jul-95	Short-Term	Press Officer	P-3
	United States of America	F	12-Jul-95	29-Dec-95	Short-Term	Librarian	P-2
	United States of America	M	12-Sep-95	31-Oct-95	Consultant	Information Officer	
	United States of America	M	18-Sep-95	22-Dec-95	Short-Term	Documents Clerk	G-4
	United States of America	F	23-Oct-95	22-Dec-95	Short-Term	Senior Assistant to the Executive Director	P-3
	United States of America	F	06-Nov-95	22-Dec-95	Short-Term	Education Clerk	P-4
	Uruguay	M	31-May-95	31-May-95	Consultant	Information Officer	
	Uruguay	M	05-Jul-95	25-Aug-95	Consultant	Information Officer	
	Uruguay	M	28-Aug-95	30-Aug-95	Consultant	Information Officer	
	Uruguay	M	18-Sep-95	20-Sep-95	Consultant	Information Officer	
	Uruguay	M	29-Nov-95	30-Nov-95	Consultant	Information Officer	
Department/Office: **DPKO**			***Number of engagements: 3***			***Number of retirees:***	
	Italy	M	01-Mar-95	31-May-95	Fixed-Term	Radio Producer	P-4
	United States of America	F	01-Mar-95	31-May-95	Short-Term	Administrative Officer	P-3
	United States of America	M	10-Apr-95	09-Jun-95	Short-Term	Second Officer	P-3
Department/Office: **ECA**			***Number of engagements: 3***			***Number of retirees:***	
	Congo	M	22-Jan-95	03-Mar-95	Indiv. Contractor	Other	
	Congo	M	10-Dec-95	31-Dec-95	Indiv. Contractor	Other	
	Zaire	M	01-Jun-95	31-Dec-95	Indiv. Contractor	Other	
Department/Office: **ECE**			***Number of engagements: 2***			***Number of retirees:***	
	Sweden	M	01-Feb-95	01-Jul-95	Consultant	Other	
	Yugoslavia	M	01-Sep-95	31-Dec-95	Consultant	Other	
Department/Office: **ECLAC**			***Number of engagements: 42***			***Number of retirees:***	
	Argentina	M	2-Jan-95	28-Feb-95	Indiv. Contractor	General Services Assistant	
	Argentina	M	1-Mar-95	30-Apr-95	Indiv. Contractor	General Services Assistant	

Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
Argentina	M	3-Jul-95	30-Aug-95	Indiv. Contractor	General Services Assistant	601
Argentina	M	1-Sep-95	31-Oct-95	Indiv. Contractor	General Services Assistant	601
Argentina	M	1-Nov-95	31-Dec-95	Indiv. Contractor	General Services Assistant	601
Chile	M	2-Jan-95	31-Mar-95	Consultant	Adviser	2,000
Chile	F	2-Jan-95	30-May-95	Consultant	Expert	3,900
Chile	M	2-Jan-95	30-Jun-95	Consultant	Adviser	6,000
Chile	M	2-Jan-95	30-Jun-95	Consultant	Editor	6,000
Chile	M	2-Jan-95	31-Mar-95	Indiv. Contractor	Expert	3,938
Chile	F	16-Jan-95	27-Jan-95	Indiv. Contractor	Nurse	1,305
Chile	F	23-Jan-95	24-Feb-95	Indiv. Contractor	Nurse	2,578
Chile	F	7-Feb-95	3-Mar-95	Indiv. Contractor	Editor	1,286
Chile	M	1-Mar-95	30-Apr-95	Consultant	Expert	2,000
Chile	M	16-Mar-95	31-Mar-95	Indiv. Contractor	Editor	1,000
Chile	F	20-Mar-95	24-Mar-95	Indiv. Contractor	Nurse	504
Chile	M	1-Apr-95	15-Dec-95	Consultant	Adviser	10,000
Chile	M	1-Apr-95	30-Jun-95	Indiv. Contractor	Expert	3,000
Chile	F	27-Apr-95	30-Apr-95	Indiv. Contractor	Editor	131
Chile	F	2-May-95	12-May-95	Indiv. Contractor	Secretary	608
Chile	F	28-May-95	24-Jul-95	Indiv. Contractor	Secretary	944
Chile	M	1-Jun-95	30-Jun-95	Indiv. Contractor	Clerk	1,044
Chile	M	1-Jul-95	31-Dec-95	Consultant	Adviser	6,000
Chile	M	1-Jul-95	31-Dec-95	Consultant	Editor	6,000
Chile	M	1-Jul-95	31-Dec-95	Indiv. Contractor	Expert	5,094
Chile	F	17-Jul-95	18-Jul-95	Indiv. Contractor	Clerk	145
Chile	M	7-Aug-95	6-Sep-95	Indiv. Contractor	Clerk	1,031
Chile	F	14-Aug-95	15-Sep-95	Indiv. Contractor	Expert	2,000
Chile	M	28-Aug-95	31-Aug-95	Indiv. Contractor	Editor	960
Chile	F	15-Sep-95	29-Sep-95	Indiv. Contractor	Clerk	634
Chile	M	1-Oct-95	31-Dec-95	Consultant	Expert	5,000
Chile	F	23-Oct-95	22-Nov-95	Indiv. Contractor	Editor	2,253
Ecuador	M	1-Feb-95	28-Feb-95	Consultant	Expert	2,000
Spain	M	5-Apr-95	29-Apr-95	Consultant	Expert	3,000
Spain	M	3-Nov-95	10-Nov-95	Consultant	Expert	1,000
Sweden	F	26-Jun-95	10-Nov-95	Consultant	Expert	500
Uruguay	M	1-Feb-95	28-Feb-95	Consultant	Expert	4,000
Uruguay	F	4-Apr-95	30-Apr-95	Consultant	Expert	1,975
Uruguay	M	3-May-95	23-May-95	Indiv. Contractor	Expert	2,000
Department/Office: **ESCAP**		***Number of engagements: 12***			***Number of retirees: 9***	
Australia	F	03-Mar-95	13-Mar-95	Consultant	Editor	500
[illegible]	F	[illegible]	[illegible]	Indiv. Contractor	Expert	1,500

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Gra
	France	F	09-Jan-95	07-Apr-95	Consultant	Language Teacher	1
	Japan	M	01-Oct-95	31-Mar-96	Indiv. Contractor	Expert	12
	Pakistan	M	10-Sep-95	31-Jul-96	Indiv. Contractor	Expert	8
	Philippines	M	27-Mar-95	26-Jun-95	Indiv. Contractor	Expert	3
	Republic of Korea	F	27-Mar-95	30-Jun-95	Indiv. Contractor	Expert	10
	Sri Lanka	M	01-Mar-95	31-May-95	Indiv. Contractor	Editor	4
	United Kingdom	F	01-Feb-95	28-Apr-95	Short-Term	Editor	P-3
	United Kingdom	M	10-Apr-95	09-May-95	Indiv. Contractor	Expert	2
	United Kingdom	M	15-Jun-95	14-Jul-95	Indiv. Contractor	Expert	1
	United Kingdom	F	17-Jul-95	15-Sep-95	Short-Term	Editor	P-3
Department/Office: **ESCWA**			***Number of engagements: 1***			***Number of retirees: 1***	
	Iraq	M	04-Jan-95	30-Sep-95	Indiv. Contractor	Adviser	6
Department/Office: **ICSC**			***Number of engagements: 2***			***Number of retirees: 2***	
	United States of America	M	15-Apr-95	30-Sep-95	Indiv. Contractor	Legal Adviser	11
	United States of America	M	05-Sep-95	30-Sep-95	Indiv. Contractor	Adviser	6
Department/Office: **ICTFY**			***Number of engagements: 3***			***Number of retirees: 1***	
	Croatia	F	1-Aug-95	4-Aug-95	Indiv. Contractor	Interpreter	
	Croatia	F	6-Sep-95	13-Sep-95	Indiv. Contractor	Interpreter	
	Croatia	F	13-Nov-95	19-Nov-95	Indiv. Contractor	Interpreter	
Department/Office: **OCHA**			***Number of engagements: 1***			***Number of retirees: 1***	
	United Kingdom	M	10-Jul-95	31-Dec-95	Indiv. Contractor	Senior Technical Adviser	20
Department/Office: **OLA**			***Number of engagements: 1***			***Number of retirees: 1***	
	Philippines	F	08-Jun-95	19-Jul-95	Short-Term	Secretary	G-4
Department/Office: **UNCTAD**			***Number of engagements: 10***			***Number of retirees: 8***	
	France	M	03-Jan-95	03-Feb-95	Indiv. Contractor	Other	8
	Germany	M	14-Jul-95	07-Aug-95	Indiv. Contractor	Other	7
	India	M	15-Jan-95	14-Apr-95	Indiv. Contractor	Other	12
	India	M	05-Jun-95	16-Jul-95	Indiv. Contractor	Other	15
	Morocco	M	17-Feb-95	15-Nov-95	Indiv. Contractor	Other	12
	United Kingdom	F	05-Apr-95	28-Apr-95	Indiv. Contractor	Other	1
	United Kingdom	M	08-Dec-95	31-Dec-95	Indiv. Contractor	Other	1
	United States of America	M	01-Jan-95	31-Dec-95	Indiv. Contractor	Other	12
	United States of America	M	25-May-95	15-Jul-95	Indiv. Contractor	Other	15
	United States of America	M	05-Nov-95	11-Nov-95	Indiv. Contractor	Other	2

	Nationality	Gender	Effective Date	Expiry Date	Engagement Type	Functional Title	Pay Or Grade
	(Unspecified)	M	20-Mar-95	19-Sep-95	Consultant	Other	11,563
	(Unspecified)	M	8-Sep-95	31-Dec-95	Consultant	Other	12,000
	(Unspecified)	M	1-Oct-95	17-Nov-95	Consultant	Other	12,000
	(Unspecified)	M	24-Oct-95	24-Nov-95	Consultant	Othe.	8,820
Department/Office: **UNOV**			***Number of engagements: 14***			***Number of retirees: 12***	
	Argentina	M	28-Apr-95	8-May-95	Consultant	Other	5,000
	Austria	M	11-Sep-95	31-Jan-96	Consultant	Other	0
	Canada	M	21-May-95	21-Sep-95	Consultant	Other	12,000
	Denmark	M	6-Mar-95	13-Mar-95	Consultant	Other	2,000
	France	M	15-Dec-95	16-Mar-96	Consultant	Other	15,700
	Japan	M	1-Sep-95	31-Dec-95	Consultant	Other	12,000
	Poland	F	28-Apr-95	8-May-95	Consultant	Other	4,000
	Poland	F	2-Sep-95	1-Oct-95	Consultant	Other	0
	United Kingdom	F	22-Jun-95	25-Jun-95	Consultant	Other	3,000
	United Kingdom	F	14-Aug-95	16-Aug-95	Consultant	Other	1,121
	United Kingdom	M	15-Dec-95	15-Feb-96	Consultant	Other	12,272
	United Kingdom	F	15-Dec-95	15-Apr-96	Consultant	Other	15,000
	United States of America	M	2-Apr-95	22-Apr-95	Consultant	Other	6,650
	United States of America	M	2-Oct-95	31-Dec-95	Consultant	Other	12,000

Total number of engagements, 1995: 351

Total number of retirees, 1995: 227